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PROGRAMMING AND COORDINATION MATTERS RELATED TO THE UNITED NATIONS AND THE UNITED NATIONS SYSTEM

Preliminary proposals for the system-wide medium-term plan for the advancement of women for the period 1996-2001

Note by the Secretariat

Summary

In its resolution 1988/59, the Economic and Social Council requested the Secretary-General to initiate the formulation of a system-wide medium-term plan for the advancement of women for the period 1996-2001. This medium-term plan is a form of indicative operational planning, defining ways in which the goal set by the Nairobi Forward-looking Strategies for the Advancememt of Women may be met and reflecting the priorities in terms of the specific objectives arising from the review and appraisal of the Foward-looking Strategies to the year 2000. It is to be reviewed once the Platform of Action is adopted by the Fourth World Conference on Women: Action for Equality, Development and Peace, in 1995. The plan is composed of 26 subprogrammes, organized into seven programme areas and three parts, the first describing strategies in terms of substantive areas, the second focusing on the means of improving international action and the third seeking to synthesize and coordinate the specific activities of the system-wide medium-term plan for the advancement of women, with particular reference to women in development and the strengthening of national machineries for the advancement of women. The Commission is invited to provide comments on the draft, which can be taken into account in the final version that will be presented by the Administrative Committee on Coordination, through the Committee for Programme and Coordination, to the Economic and Social Council.

*E/CN.6/1993/1.

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1. By its resolution 1988/59, the Economic and Social Council requested the Secretary-General to initiate the formulation of a system-wide medium-term plan for the advancement of women for the period 1996-2001. This plan should be directed towards the objectives of equality, development and peace, taking into account the priorities recommended by the Economic and Social Council, the provisions of the Nairobi Forward-looking Strategies for the Advancement of Women 1/ and the views and decisions of the governing bodies of the organization of the United Nations system, including the regional commissions, on the content of the plan. Experience in developing the system-wide medium-term plan for women and development for the period 1990-1995 should also be included.

2. In its resolution 1989/105, the Economic and Social Council requested the Secretary-General to pay particular attention, in formulating the plan, to the strengthening of national machinery for the advancement of women and to specific sectoral themes that cut across the three objectives - equality, development and peace - of the Forward-looking Strategies, such as literacy, education, population, health and the full participation of women in decision-making. The sectoral theme of the impact of technology on the environment and its effect on women should be given attention.

3. The system-wide medium-term plan will cover the last five years of the period designated for the implementation of the Forward-looking Strategies for the Advancement of Women. The Fourth World Conference on Women: Action for Equality, Development and Peace, to be held in 1995, will examine the second review and appraisal of the achievement of the objectives of the Forward-looking Strategies and propose the most effective means of removing remaining obstacles. In the recommendations and conclusions arising out of the first review and appraisal of the Nairobi Forward-looking Strategies for the Advancement of Women in 1990 (General Assembly resolution 1990/15, annex), it was concluded that the pace of implementation of the Strategies had been insufficient to ensure achievement of the objectives. It follows that the new system-wide medium-term plan should reflect the priorities in terms of the specific objectives arising from the review and appraisal of the Nairobi Forward-looking Strategies for the Advancement of Women and the expected platform of action for the Fourth World Conference on Women.

4. Rather than attempting to include all activities of the system regarding the advancement of women, the plan should centre on activities where the interrelations between different organizations were particularly critical for success. It should emphasize the specific objectives of individual organizations that have a system-wide importance, specific objectives that are common to several organizations and objectives that support joint activities. The plan differs from the plan for the period 1990-1995* in that it covers all aspects of the advancement of women. The objective of peace, which is not covered explicitly in the earlier plan, is included in the new one.

5. The implementation of the plan for the period 1990-1995 was to be monitored on the basis of a cross-organizational programme analysis on the activities of the United Nations system, indicating the extent to which activities for the advancement of women were contained in the programmes of the organizations.

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*For the relevant provisions of the system-wide medium-term plan for the advancement of women for the period 1990-1995, see E/1987/52.

Following the adoption by the Economic and Social Council of resolution 1989/105, in which the Council requested the Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination, to report to the Committee for Programme and Coordination and the Council biennially in odd-numbered years, a report was submitted in 1991 showing the extent to which the system-wide medium-term plan had been incorporated in the programmes and programme budgets of the organizations of the United Nations system.

6. The collection of information gave rise to serious difficulties, as did the drawing of reliable comparisons of the information provided in the cross-organizational programme analysis. It is accordingly suggested that the main monitoring mechanism should be based on the extent to which the system-wide medium-term plan for the advancement of women is included in various medium-term plans and programme statements of individual organizations covering the period 1996-2001. In the case of the United Nations, this would apply to any revision covering the final two years of the current medium-term plan, which ends in 1997, as well as in the new plan covering the period 1998-2003.

7. The Nairobi Forward-looking Strategies for the Advancement of Women 1/ are intended to provide a practical and effective guide for global action on a long-term basis. In strategic planning terms, the objective of achievivg equality for men and women by the year 2000, as defined in the Forward-looking Strategies, is still valid. The Fourth World Conference on Women: Action for Equality, Development and Peace, to be held in 1995, will update this strategic planning when adopting a platform of action. The system-wide medium-term plan for the advancement of women 1996-2001 is a form of operational planning, defining ways in which the goal set by the Forward-looking Strategies may be achieved and brought up to date in the platform of action to be adopted by the Fourth World Conference on Women: Action for Equality, Development and Peace, in 1995. The disadvantage of the present system-wide medium-term plan is that it cannot anticipate the content of the platform of action to be adopted by the Fourth World Conference. It has to be implemented through operational or short-range planning, where objectives, programme plans and budgets are developed by the United Nations system in response to the recommendations of the conference.

8. The present draft system-wide medium-term plan for the advancement of women 1996-2001 is significantly guided by the main philosophy of Agenda 21,* one of the main texts to be adopted at the United Nations Conference on Environment and Development, held at Rio de Janeiro from 3 to 14 June 1992. Sustainable development is based on the rational management of natural resources, which preserves and enhances the life supporting systems of the planet so as to meet the needs of present generations without endangering the future. Agenda 21 places special emphasis on the respect of gender considerations in all policies, programmes and activities related to development and environment. It recognizes women's vital role in promoting sustainable development and the need for strengthening women's expertise in the fields of environment and development. Without the full participation of women, sustainable development cannot be achieved.

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*The text of Agenda 21 is set out in the report of the United Nations Conference on Environment and Development (A/CONF.151/26); section I (Social and economic dimensions) is in volume I, section II (Conservation and management of resources for development) is in volume II, and sections III (Strengthening the role of major groups) and IV (Means of implementation) are in volume III. The final version of the report will be issued as a United Nations sales publication.

9. The draft plan is composed of seven programme areas, broken down into 26 subprogrammes. Like the current system-wide plan, it has three parts. The first part, consisting of programmes 1-5, describes strategies in terms of substantive areas. The second part, consisting of programme 6, focuses on the means of improving international action through the development of statistics and technical cooperation. Finally, programme 7 covers actions that synthesize and coordinate the specific activities covered in the preceding six programmes, including "Women in development" and "Strengthening national machineries for the advancement of women". It includes trade and trade support services, which cut across many of the programmes and subprogrammes as complementary themes. In the light of further changes in the United Nations system, linked in particular to the implementation of Agenda 21 and sustainable development, which are expected to take place early in 1993, programme 7 will probably have to be reformulated before it is submitted to the Economic and Social Council.

10. The present system-wide medium-term plan for the advancement of women is an indicative plan. In order to implement it, the specialized agencies and regional commissions have endeavoured to incorporate the aspects of the work that fall within their competence in their own proposed medium-term plans and work programmes for the period 1996-2001. It is the intent of the proposed new system-wide medium-term plan for the advancement of women to encourage individual organizations to make provisions in their work programmes and budgets for activities related to the advancement of women and to encourage a well-planned and coordinated approach. Furthermore, the plan is indicative in the sense that it cannot cover many new areas that might become prominent as a result of major up-coming events, in particular the Fourth World Conference on Women in 1995. For this reason, the present system-wide medium-term plan for the advancement of women should be considered as a frame allowing for adjustments at a later stage. This applies in particular to programme 7, on the role of women in sustainable development.

11. The first draft of the system-wide medium-term plan for the advancement of women for the period 1996-2001 has been prepared by the Division for the Advancement of Women acting as secretariat to the Commission on the Status of Women and as a focal point for advancement of women within the United Nations system. Its structure is based on the outline submitted to the Commission at its thirty-sixth session and to the Committee for Programme and Coordination, and it incorporates changes recommended by those bodies. The draft was discussed informally with representatives designated as focal points for women within the United Nations system. During those discussions, potential lead agencies on particular programme areas were identified. The draft system-wide medium-term plan for the advancement of women has not yet, however, been submitted to the Administrative Committee on Coordination for its approval. At its thirty-seventh session, the Commission on the Status of Women is requested to make comments and suggest any necessary changes to the present draft; these will be taken into account in the final draft, to be presented to the Committee for Programme and Coordination and to the Economic and Social Council at its substantive session in 1993.

Note

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

Annex I

DRAFT SYSTEM-WIDE MEDIUM-TERM PLAN FOR THE ADVANCEMENT OF WOMEN, 1996-2001

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PROGRAMME 1. ELIMINATION OF LEGAL AND ATTITUDINAL FORMS OF DISCRIMINATION

1. While in some countries and regions significant advances have been made in reducing the legal and attitudinal bases of discrimination against women, both de jure and de facto discrimination continue to be obstacles to women's full participation in development. Despite considerable progress in eliminating legal discrimination, as indicated by the widespread acceptance of the norms set out in the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180), discrimination still exists in practice in all countries in the ratio of women to men in education, the labour force and decision-making positions. Violence against women is one of the major obstacles to the advancement of women and its elimination is an indispensable condition for the full respect of human rights. Inequality is at the root of the violence perpetrated against women and has seriously inhibited the ability of women to enjoy rights and freedom on a basis of equality with men.

2. The Member States of the United Nations or members of its specialized agencies have adopted a number of international instruments pertaining in whole or in part to women, including the Convention on the Elimination of All Forms of Discrimination against Women. Legislative changes are most effective, however, when made within a supportive framework promoting simultaneous changes in the economic, social, political and cultural spheres. Although much progress has been made in legislation to eliminate discrimination against women, measures are necessary for its effective implementation and enforcement. Recourse to the law does not automatically benefit all women equally, owing to

the socio-economic inequalities determining women's knowledge of the law and the type of provisions available to facilitate their access to justice, and eventually, reparation for damages. One important step towards enforcing the legal rights of women would be to increase the knowledge and awareness of those rights among women themselves, as well as among men.

3. Programme 1 focuses on eliminating the legal and attitudinal bases of discrimination and traditional practices. Some obstacles to achieving de facto equality are rooted in existing stereotypes concerning the role of women in the family and society and in the persistence of traditional norms, while others are found in the attitudes of those responsible for implementing criminal law and legal procedure. As families undergo important demographic and social changes, societies and policies must be responsive and receptive to the changing needs of the individual family members. Subprogramme 2 therefore aims at abolishing prevailing prejudice against women. The focus is on institutions that can define or reinforce unwarranted stereotypes of men's and women's roles in society, including their roles in the family. In developed and developing countries alike, these include the media and the educational system, which need to be challenged for their transmission of stereotyped gender presentations.

4. In particular, subprogramme 3 addresses itself to the issue of violence against women in all its forms and calls for adjustments of legislation and the development of new policies and programmes. Significant human rights aspects of the issue of violence against women are increasingly recognized as States adopt measures to deal with the problem. The role of the criminal justice systems in respect of all types of violence against women is often, however, not coherent. The public is still not very aware of the effects of violence against women. The focus in on legal instruments to combat violence against women and on the mobilization of public opinion on this issue.

SUBPROGRAMME 1.1. INTERNATIONAL STANDARDS

(a) Intergovernmental objectives

5. The intergovernmental objectives for subprogramme 1.1 are:

(a) To achieve the full observance of the equal rights of women and the elimination of de jure and de facto discrimination;

(b) To achieve significant progress in the ratification and implementation of international conventions and covenants and other instruments concerning the status of women and of all other international standards as they pertain to women;

(c) To ensure the inclusion of gender factors in the formulation and monitoring of all relevant international instruments;

(d) To increase the use of legal literacy programmes to make men and women aware of women's human rights;

(e) To make legal and institutional structures more accessible to women seeking to exercise their rights.

(b) Objectives of the United Nations system of organizations

6. The objectives of the United Nations system are:

(a) To ensure that international standards and norms, especially the Convention on the Elimination of All Forms of Discrimination against Women, are applied to all of the system's human rights activities;

(b) To increase the amount of information provided by the United Nations system to the Committee on the Elimination of Discrimination against Women in its review of the periodic reports of States parties to the Convention;

(c) To support legal literacy programmes and activities for women relating to human rights and to provide advisory and training services to all developing countries that request them in the development of legal literacy programmes and in the improvement of legal and institutional structures;

(d) To establish a system to disseminate to national civil and public institutions in all countries materials relating to internationally adopted decisions, resolutions and conventions on the human rights of women;

(e) To strengthen the provision of training at the national, regional and interregional levels on the implementation of the Convention, especially in helping States parties to the Convention to meet their reporting obligations;

(f) To increase the number of training seminars and to develop jointly, within the United Nations system, training materials related to human rights;

(g) To apply and evaluate model projects to increase women's literacy in mobilizing for sustainable development, as called for in Agenda 21, adopted by the United Nations Conference on Environment and Development;*

(h) To provide information, including statistical data, to the Committee on the Elimination of Discrimination against Women and other treaty bodies;

(i) To increase the dissemination of information on the Convention on the Elimination of All Forms of Discrimination against Women and on other international instruments of direct relevance to women and to present them in an accessible form.

(c) Strategy

7. Although much progress has been made in enacting legislation, further measures are necessary for its implementation and enforcement, particularly in societies with multiple legal systems. Technical assistance in the form of advisory services and regional workshops will be provided to developing countries, on request. Non-governmental organizations and intergovernmental bodies will also receive assistance in their activities related to the elimination of legal and attitudinal forms of discrimination. The implementation by countries

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of international standards and instruments will continue to be monitored. Information supplied to the United Nations will be prepared for review by the responsible intergovernmental bodies. There is a growing need for joint action among the relevant organizations of the United Nations system to support legal literacy programmes and activities for women as part of their general effort to promote international standards and norms.

8. To increase awareness by women of their rights, measures to promote legal literacy among women will be undertaken. Legal literacy must be conceived of in a dynamic and political framework in order to help women to understand their rights and exercise them as a resource for their personal and social development and empowerment. Governments will be encouraged to undertake legal as well as structural reforms to make fundamental women's rights and freedoms justifiable. Non-governmental organizations play an important role, in partiicular those giving priority to community-based legal literacy programmes and to the training of paralegal and legal education promotors.

9. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs, and Centre for Human Rights), Office of the United Nations High Commissioner for Refugees (UNHCR), the United Nations Development Fund for Women (UNIFEM), the United Nations University (UNU), the International Research and Training Institute for the Advancement of Women, the International Labour Organisation (ILO), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the World Health Organization (WHO).

SUBPROGRAMME 1.2. PROMOTING THE EQUALITY OF MEN AND WOMEN, BOYS AND GIRLS IN THE FAMILY AND SOCIETY

(a) Intergovernmental objectives

10. The intergovernmental objectives for subprogramme 1.2 are:

(a) To launch a comprehensive and sustained public campaign to challenge and abolish all discriminatory perceptions and attitudes towards women by the year 2000;

(b) To achieve substantial and continuing improvement in the portrayal of women in the mass media and to develop attitudes and produce materials that illustrate positive aspects of women's roles and status in intellectual, cultural and other activities, as well as egalitarian relations between the sexes;

(c) To foster recognition of women's right to determine the number and spacing of their children and of maternity as a social function and the common responsibility of men and women in the family for bringing up their children and for the care of dependants;

(d) To promote an understanding of the causes of the differences in gender roles throughout the life cycle, with a view to eliminating gender inequality, and to take steps to place them on an equal basis in the curricula of schools, colleges, universities and in adult education;

(e) To take steps to eliminate sex-biased presentations and reduce the stereotyping of women in the mass media, whether by self-policing on the part of the media or by other measures, so as to encourage the portrayal of positive images of women with disabilities, elderly women and others;

(f) To promote specific measures to counter prejudices and customary practices based on beliefs about the inferiority of women or on stereotyped roles for men, and to take steps to control pornography and the portrayal of women as sex objects.

(b) Objectives of the United Nations system of organizations

11. The objectives of the United Nations system are:

(a) To complete studies on sexual stereotyping in the mass media and in advertising and to encourage the completion of national studies in an increasing number of countries;

(b) To develop statistics on household activities, such as care for children and dependants and other forms of housework, to be used in the elaboration of periodic reports to the Committee on the Elimination of Discrimination against Women;

(c) To provide advisory services, guidelines on content and curricula for gender study programmes, and grants and training service to all interested developing countries;

(d) To complete research on the differences in gender roles throughout the life cycle.

[Further objectives to be suggested by the Department of Public Information of the United Nations Secretariat.]

(c) Strategy

12. The strategy consists of related efforts to strengthen the ability of the United Nations system to provide information material for national activities, to advance the research of sexual stereotyping and to promote gender study programmes.

13. Research on sexual stereotyping has been conducted for some time, and research on gender roles and the sharing of responsibilities within the household has been gaining in importance. Further research is needed, including time-use surveys and the identification of cultural obstacles, as well as the monitoring of changes taking place from one generation to the next.

14. As regards stereotyping in the media and research into cultural causes, expert group meetings and regional round tables for media professionals and experts on sexual stereotyping in the mass media and advertising will develop recommendations for use by national media and others to eliminate sexual stereotypes. Based on this analysis of national and regional experience, the Commission on the Status of Women will draw up international guidelines in 1996 as part of its consideration of the priority theme "Elimination of stereotyping of women in the mass media", for application within the media industry worldwide. Positive images of women should be promoted by the media. Materials will be prepared and distributed and national action supported for the identification and elimination of sexual stereotypes in textbooks and children's literature.

15. Gender study programmes are an important element in eliminating sexual stereotypes through education. For countries that do not have such programmes

and wish to establish them, the United Nations system will be providing advisory services, guidelines on content and curricula, grants and training service. The inclusion of such studies in the training programmes of teachers is of particular relevance.

16. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women, Department of Public Information, and the regional commissions), UNHCR, the United Nations Population Fund (UNFPA), UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women and UNESCO.

SUBPROGRAMME 1.3. ERADICATION OF VIOLENCE AGAINST WOMEN IN THE FAMILY AND SOCIETY

(a) Intergovernmental objectives

17. The intergovernmental objectives for subprogramme 1.3 are:

(a) To implement, once adopted, the draft declaration on violence against women (E/CN.6/1992/4, annex), aiming at the general recognition of violence against women as a violation of human rights and defining it as a crime, as appropriate;

(b) To complete an evaluation of the present systems of investigating violence against women in all its forms, protecting women against violence and assisting women victims of any type of violence;

(c) To develop correctional, educational and social services, including shelters, training programmes for law enforcement officers, the judiciary, health and social service personnel, as well as adequate deterrent and corrective measures for rehabilitating both victims and perpetrators;

(d) To provide increased assistance to women's groups giving legal and social guidance and counselling to women victims of violence.

(b) Objectives of the United Nations system of organizations

18. The objectives of the United Nations system are:

(a) To complete a series of publications and other promotional activities to raise awareness of the effects of violence against women and to encourage action at the national and international levels through research, training, educational and other programmes aimed at combating such violence;

(b) To complete studies of the national legislation and the treatment of violence against women in order to enact existing legislation and to establish more effective systems to combat the problem;

(c) To provide technical assistance and information to women's self-help groups, non-governmental organizations and those who provide shelters for women victims of violence.

(c) Strategy

19. Special events will be organized to increase awareness of the problem of violence and to search for remedies. Public opinion has to be mobilized to

support law reform and to urge effective implementation of legislation dealing with violence against women.

20. Surveys will be done on the role of the criminal justice system in respect of all types of violence against women. They will include research on traditions and customs, including traditional practices such as sexual mutilation. Detailed statistics on the incidence of violence and resulting negative consequences for the life of the women and their families, in particular the children, will be collected. These data should help Governments to design and improve their systems of data collection, enable them to respond to the need for information at the national level and facilitate their efforts to remedy the situation, in cooperation with all parties involved. Educational programmes will be developed to increase the general awareness of harmful practices. To implement these objectives, the United Nations system will elaborate policies targeting the victims and their perpetrators. Existing procedures for confronting violence against women will be assessed, such as the breach of peace procedure and injunction. Model legislation will be prepared to consider the implementation of procedures in cases of domestic violence, specifying the expected function and role of all the actors intervening in violence.

21. Action taken at the international level to combat all types of violence against women, including the training of police officers and of personnel in the administration of justice, will be monitored. Rape as a form of violence in the public sphere, in particular in times of armed conflict and civil strife, needs particular attention. Violence against vulnerable women, in particular the elderly and women with disabilities, but also women who are addicted to drugs, will be examined and special policy options developed. Existing women's groups will be encouraged to include violence against women in their agenda and in their programme of work in order to combat violence and to assist the victims. These linkages with women's organizations will promote further action to achieve the objectives of the draft declaration on the elimination of violence against women, once it is adopted.

22. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women, Crime Prevention and Criminal Justice Branch of the Social Development Division, Department of Public Information, Economic Commission for Europe (ECE), Economic and Social Commission for Asia and the Pacific (ESCAP), Economic Commission for Africa (ECA) and Economic and Social Commission for Western Asia (ESCWA)), the United Nations Development Programme (UNDP), UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO, UNESCO and WHO.

PROGRAMME 2. PRODUCTIVE RESOURCES, INCOME AND EMPLOYMENT

23. Women's access to productive resources, income and employment is impeded by a number of factors, including economic recession, scarcity of job opportunities and stereotyping, low educational level and lack of vocational training, lack of access to family planning, and inadequate investment in essential support services, such as child care, family planning and vocational and management training. Women's access to land, technology and credit continues to be restricted in many countries by customary law and practice. Although the wage gap between men and women has narrowed in some countries and sectors as equal pay legislation has been adopted, the record remains uneven. Women continue to bear the major part of domestic responsibilities in the household,

which has an influence on their professional careers. Women also take up different career paths from those followed by men, many seek part-time work, and many interrupt their working lives to bear children. These factors affect their job security, and their chances of pay rises and promotions. Women are frequently not entitled to the tax benefits and social insurance available to men and are commonly relegated to occupations that are poorly paid. Women who work in the informal sector of the economy are being threatened increasingly by the introduction of mass-produced goods and services, yet they lack access to the financing and skills needed to achieve the economies of scale necessary to compete with imports and new industries. Plans and projects for agricultural, industrial and trade development do not yet take into account adequately the costs and benefits to women, and the need for rational and efficient liberalization. Women are generally poorly represented in the planning process and priority setting.

24. Subprogramme 2.1 deals with the economic issues affecting women and the ways in which the economic potential of women can be further mobilized. While legal equality in the open market economy is recognized as being a precondition for realization of the economic potential of women, markets and the private sector are at least as biased against women as the State or the public sector. The programme is designed to contribute to economic efficiency by increasing women's capacities and productivity and expanding overall employment opportunities. It includes the policy measures and practical actions necessary to create an environment in which women have greater access to the means of production and to markets. It proposes strategies that will help support and guide national efforts to enable women to participate fully and effectively in the development process, including national efforts to modify development priorities and modalities both as a prerequisite for women's participation and as a consequence thereof. It builds on women's significant, but largely unrecognized, contribution to the economy and proposes to develop support services for the family to allow parents to combine and harmonize their productive and reproductive roles. It emphasizes appropriate measures to assure women's equal access to jobs and opportunities for career advancement. Steps have to be taken to ensure women's access to positions in senior employment and management.

25. The issue of poverty continues to be a major challenge for the international community, Governments and the people themselves. Women are disproportionately affected by poverty, in particular if gender is not taken into account in micro-economic and macro-economic policies. Despite differences in the status of women in poverty in rural and urban areas, poverty patterns and women's coping mechanisms are similar and the intergenerational transmission of poverty is high. Households headed by women are particularly vulnerable. Job security, basic income and the provision of minimum employment for women are some of the measures that can be taken to combat poverty.

SUBPROGRAMME 2.1. OVERALL TRENDS AND POLICIES IN TRADE AND WOMEN'S EMPLOYMENT

(a) Intergovernmental objectives

26. The intergovernmental objectives for subprogramme 2.1 are:

(a) To change social attitudes towards women and improve understanding of the fundamental relationship between employment for men and women and the achievement of economic and social development goals;

(b) To facilitate participation by women in all economic activities by breaking down occupational barriers and implementing specifically targeted measures to achieve their full integration into a wide range of occupations, at all levels;

(c) To initiate policies and programmes that will enable women to secure higher-level jobs and responsibilities, including managerial positions in all economic sectors;

(d) To eliminate discriminatory and exploitative practices in employment based on sex and to counter the disproportionate effect of unemployment trends on women by promoting productive and freely chosen employment and equitable conditions of work.

(b) Objectives of the United Nations system of organizations

27. The objectives of the United Nations system are:

(a) To prepare an up-to-date appraisal and monitor the effect of technological innovations, structural adjustments and changes in the labour market on employment opportunities for women in rural and urban areas;

(b) To extend research on women in economic decision-making, particularly in respect of gender roles and economic power;

(c) To propose measures that will promote flexibility, thus ensuring greater compatibility of economic and family responsibilities for both men and women workers, for example the encouragement of parental leave, leave for caretaking responsibilities and flexible working hours as a means of fostering the sharing of parental and domestic responsibilities, and to secure consideration of these measures in intergovernmental forums and in the formulation of projects and plans.

(c) Strategy

28. The effects of structural changes in countries' economies and their impact on women's employment opportunities and conditions of work need to be analysed and monitored. These changes include technological innovations as they affect women's employment opportunities and skill requirements and structural adjustment policies and privatization as they impinge on the conditions and patterns of women's participation in various sectors of the economy, the industrial relocation and flexibility of labour arrangements and the emergence and expansion of new forms of employment, such as temporary, part-time and home-based work. A series of studies will be undertaken to analyse the effect of these trends on women's employment and the policies and measures that will be required to combat discrimination. The findings of these studies will be discussed in national, subregional and regional policy workshops with a view to identifying effective policies and programmes.

29. For rural women, emphasis will be placed on policies and programmes to promote self-employment, access to productive resources and improved technologies, and household food security. The linkages between larger urban firms and very small, small and medium-sized enterprises owned and operated by women as suppliers to the larger enterprises will be examined. The situation of

women working from home will be monitored and their organizing power strengthened to improve their working conditions. National subregional and regional seminars will be held on measures to combat discrimination in employment, paying attention to women's equality in labour matters and in overall economic development.

30. The outcome of the discussions on the 1995 priority theme, "Equality in economic decision-making" will shed light on gender roles in economic power, and in particular on the global challenge of household activities, which will either have to be adapted to the needs of those taking care of others or replaced by a new system. Research will be carried out on alternative ways to combine professional life and family responsibilities.

31. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ESCAP, ECA and ESCWA), UNIFEM and the ILO.

SUBPROGRAMME 2.2. VOCATIONAL TRAINING AND TRAINING FOR EMPLOYMENT AND PRODUCTION

(a) Intergovernmental objectives

32. The intergovernmental objectives for subprogramme 2.2 are:

(a) To establish vocational training for women of all ages and promote training courses on female entrepreneurship, including the development of people's capacity to work in trade;

(b) To provide women, especially girls and young women, with equal access to vocational training in all occupations in order to expand their opportunities for employment in occupations that are non-traditional or new to women and that are important to development;

(c) To diversify vocational education and training for women, emphasizing the need for increased participation by women in science and technology;

(d) To implement a fully integrated system of training that is directly linked to employment needs and pertinent to future employment and development trends;

(e) To ensure a tripartite coordination of training and retraining activities for women;

(f) To improve vocational training, counselling and placement services, paying particular attention to groups of vulnerable women, including the unemployed;

(g) To ensure that extension services and vocational training for agriculture reach both women and men in an equitable manner;

(h) To ensure that all rural women and men have access to functional literacy programmes.

(b) Objectives of the United Nations system of organizations

33. The objectives of the United Nations system are:

(a) To develop prototype curricula for particular occupational areas and particular aspects of training in which women require additional assistance; these curricula could also be adapted to specific regional and national situations, such as access to subregional and regional markets in the context of economic cooperation and integration systems;

(b) To establish a roster of specially trained persons who can provide, on request, consultative services regarding vocational training for women, especially girls and young women, to Governments and workers' and employers' organizations, and to include data, research, training materials, programmes and institutions and plans for the dissemination of such information;

(c) To assist in designing training courses for women in entrepreneurship, including a trade-related training module;

(d) To carry out research on women in non-traditional occupations;

(e) To develop and disseminate methodologies for bringing extension and training to rural women, and to ensure that the content is adapted to women's needs;

(f) To assist in building a national capacity in functional literacy training.

(c) Strategy

34. An inventory of resource persons, data, research, training materials, programmes and institutions will be drawn up in order to disseminate information on vocational training for women, especially girls and young women, and on available training resources.

35. As most technical cooperation projects have a training component, it is essential that the organizations of the United Nations system ensure that all projects are designed and implemented in such a way as to promote a wide variety of vocational training opportunities for women, especially girls and young women, with particular emphasis on management training, marketing and trade skills, entrepreneurial skills and entrepreneurship, including trade-related training. Particular attention will be paid to drawing up guidelines and check-lists that are specific to the different sectors of the economy.

36. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development and ESCWA), UNDP, UNIFEM, United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), the International Research and Training Institute for the Advancement of Women, the ILO, the Food and Agriculture Organization of the United Nations (FAO), UNESCO, the United Nations Industrial Development Organization (UNIDO) and the International Trade Centre (ITC).

SUBPROGRAMME 2.3. FOOD AND AGRICULTURE

(a) Intergovernmental objectives

37. The intergovernmental objectives for subprogramme 2.3 are:

(a) To reassess the basic goals of development, such as food security, the reduction of rural poverty, a rate of population growth compatible with

natural and institutional resources and adequate nutrition, in times of extreme poverty and in the light of gender analysis;

(b) To guarantee women's constitutional and legal rights in respect of access to land and other means of production in the rural economy, and to ensure their participation in agrarian reform and resettlement schemes;

(c) To ensure that all women have control over their income and the products of their labour and benefit from improved agricultural inputs and methods, including access to new agricultural technologies, research, training and financial management, all adapted to their specific needs;

(d) To review agricultural marketing and transport policies, pricing policies and other incentives for agricultural production, and to make changes that will improve the returns to primary agricultural producers;

(e) To develop strategies and programmes that specify women's actual and potential role in subsistence and cash-crop production, animal husbandry, fishery, forestry, off-farm rural production programmes and environmental management, as well as women's access to new agricultural technologies and the use of appropriate technologies for food production, processing and preservation.

(b) Objectives of the United Nations system of organizations

38. The objectives of the United Nations system are:

(a) To assist in the formulation and implementation of national programmes of agrarian reform and resettlement that take account of women's concerns on an equitable basis, and in particular to promote equal rights to land;

(b) To develop, promote and implement training programmes so that rural development services can reach rural women more effectively through: (i) the reorientation of existing staff members, both men and women; (ii) the recruitment of additional women staff members where possible; (iii) changes in programme content to recognize the actual responsibilities of rural women in production; and (iv) links with rural women's groups and instruction for extension staff in training rural women;

(c) To develop credit programmes for rural women that will help them to engage in agricultural and non-agricultural production activities;

(d) To encourage existing institutions to provide rural women with access to credit in ways that are compatible with their situations and institutional concerns, and to make both staff and rural women aware of the benefits of credit programmes that include women, as a component of comprehensive input delivery programmes, as well as training them in such programmes; these programmes could include, for example, farm management, training, marketing, extension and technology;

(e) To develop, promote and disseminate tested, environmentally sound, proved and simple low-cost technologies that save time and energy and ensure high returns to women, with particular focus on food security and protection of the natural resource base;

(f) To undertake joint efforts in research on, and effective action related to, food security and crises and women's roles therein;

(g) To prepare studies on discrimination against women and girls in food intake, and in particular against women in extreme poverty;

(h) To encourage extension services to adopt methodologies that are directed towards women (agricultural technologies, pesticides);

(i) To assist Governments in gender-disaggregated agricultural data collection, in order to provide rural development planners and policy makers with a more complete and accurate database.

(c) Strategy

39. Women's contributions to agriculture should be identified and recognized as a prerequisite to successful rural development and the achievement of basic development goals, such as food security, reduction of rural poverty, a rate of population growth compatible with natural and institutional resources, and adequate nutrition. The sensitization of policy makers and planners to this issue is a vital part of the strategy. Increasing women's access to inputs, services and land will then be seen as a logical step in attaining effective as well as equitable development. Women's role in maintaining bio-diversity (food, crops) will be considered.

40. Modern technology, including irrigation, should be made available to women. They should also have access to land, credit, marketing, transportation and storage facilities. Targets should be set for increasing extension contacts with rural women and for the recruitment and training of both women and men extension workers. Technical cooperation and training will be organized on these subjects. Specifically, efforts will be made to train planners, including women, in programme and project design, the development of appraisal techniques, and monitoring to ensure that projects are examined in terms of both their impact on women and the contribution that women can make. Training and advisory services in management, credit, marketing and the development of cooperatives will also be emphasized.

41. Improved technologies that can be used by women for irrigation and land reclamation, improved seeds, food processing, storage and labour-saving equipment will be identified and tested, and disseminated when proved effective. Improved methods of disseminating technology will be developed and tested. The specific relevance for women of each technology will be assessed, taking account of user needs and acceptability of the technology to users.

42. The strategy for food production and processing will consist in collecting information on experience, promoting tested and proved technologies and making them available at the national level through training and technical cooperation. Low-cost technologies and techniques that promise a relatively high return on labour will be identified and disseminated through existing institutions or through institutions and mechanisms created for this purpose.

43. Information materials will be developed for national policy makers on the importance of women's knowledge of, and concerns regarding, forestry activities; information will also be prepared for project designers and implementers on how to increase women's access to needed tree and forest products, such as building materials and fuel. In addition, assistance will be provided to

enable women professionals to attend training workshops and become involved in community forestry programmes. Baseline information on forestry projects will be disaggregated by sex to assess women's needs. This information will be used in project management.

44. Studies will be made of the causes of food crises, such as famine and drought, and their effects on women. Others will be made comparing the effects of food crises on men and women so as to gain a better understanding of the impact on women as primary food producers and to determine the need for information and research to improve the response to food emergencies.

45. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ECE, ECA, ESCWA and United Nations Environment Programme (UNEP)), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, the World Food Programme (WFP), FAO, the World Bank, the International Fund for Agricultural Development (IFAD) and ITC.

SUBPROGRAMME 2.4. INDUSTRY

(a) Intergovernmental objectives

46. The intergovernmental objectives for subprogramme 2.4 are:

(a) To recognize women's role as contributors to and beneficiaries of ecologically sustainable industrial development;

(b) To ensure that women and men have equal access to a wide variety of industrial employment at all occupational levels and to requisite skill training (including on-the-job, in-plant or external skill training or retraining programmes) and career development assistance to enhance long-term occupational mobility and advancement;

(c) To increase at all levels the number and proportion of women engaged in industry and related activities in both rural and urban areas in developing countries.

(b) Objectives of the United Nations system of organizations

47. The objectives of the United Nations system are:

(a) To integrate women in the design and appraisal of all industrial projects supported by the United Nations system, paying specific attention to those dealing with industrial human resource development, the development of small and medium-sized industries, the development and transfer of technology, the planning of industrial policies and strategies, environmentally sound management of wastes, agro-industries and industrial hazardous waste management and environment and energy;

(b) To identify socio-cultural and economic constraints affecting women's participation in industry and the resulting costs to society of their exclusion from participation in large and small-scale industrial projects and to facilitate the exchange of knowledge on new and clean technologies;

(c) To identify and monitor the emergence of new environmentally sustainable technologies, skill requirements and industrial growth sectors that

provide new opportunities for women's integration into industry, and to promote the exchange of knowledge on them;

(d) To monitor and identify industrial sectors and occupations in which women are at risk of displacement by technological change or industrial restructuring, and to develop retraining, career development or other employment assistance programmes as required;

(e) To increase women's access to in-plant training and other career development services so as to enhance their occupational and career mobility;

(f) To complete at least one round of the monitoring of international standards relating to industrial workers, especially women industrial workers, and to the treatment of migrant workers and their families;

(g) To initiate studies on how to make the best use of the experience acquired so far in economic activities benefiting women and to expand existing international financial and technical cooperation facilities so as to provide supplemental resources for enterprises managed by or employing large numbers of women.

(c) Strategy

48. Studies and research activities will be carried out on a country, regional and sectoral basis, which devote full attention to the role of women within the countries' industrial human resource base and monitor the impact on women of new technologies, industrial restructuring and resultant changes in skill requirements. Specific efforts will be made to obtain gender-specific data, particularly on industrial employment by skill level and occupational group. The design of educational and training programmes and other types of technical cooperation activities will be based on and facilitated by the studies carried out on emerging employment and industrial growth trends and technology development.

49. Specific support will be given to women in areas where they are traditionally disadvantaged or still have to cope with particular constraints on industrial participation. Skill development and training activities are required in entrepreneurship and management, for example. Issues related to the health, safety and working conditions of women workers will be tackled, while labour-saving and energy-saving and clean technologies that increase women's productivity or income will be developed and disseminated.

50. Emphasis will be put on providing policy advice and specific recommendations to Governments, with a view to creating a policy environment conducive to women's participation in industry by removing the policy, legal and institutional barriers thereto. At the same time, recommendations will be made to industry and industrial institutions, encouraging them to pay more attention to the potential of women in industrial development, while advice will be given on the improvement of employment opportunities and working conditions, including access to employment, wages and other conditions of work and to collective bargaining.

51. The role of women will be dealt with specifically in activities related to the strategic management of industrial development, as well as in relation to human resource development, agro-industries, the promotion of small industry and energy and environmental programmes. The subject will also be dealt with

in the context of the development and transfer of appropriate technology, including new and high technologies. Emphasis will be placed on the consideration and impact of gender-related issues throughout the programme and project cycle, and in the identification, design, implementation and evaluation of technical cooperation programmes and projects.

52. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ESCAP, ECA, ESCWA, UNEP, and United Nations Centre for Human Settlements (Habitat)), UNDP, UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women, the ILO, UNIDO and ITC.

SUBPROGRAMME 2.5. ENTREPRENEURSHIP, TRADE AND ACCESS TO CREDIT

(a) Intergovernmental objectives

53. The intergovernmental objectives for subprogramme 2.5 are:

(a) To achieve the full participation of women in industry, domestic, intraregional and international trade, commerce, finance and services, by developing innovative policies and designing such measures as entrepreneurship development for trade, loan guarantees, technical advice and training, marketing systems, credit for women and other trade support services to improve economic, working and living conditions;

(b) To create specifically targeted programmes that make credit available to commercialize women's traditional economic activities, as well as innovative new ones;

(c) To take measures to ensure that unpaid family labour, which constitutes the greatest part of the informal sector in agriculture, is recognized in official statistics and thus taken into account in policy and planning exercises.

(b) Objectives of the United Nations system of organizations

54. The objectives of the United Nations system are:

(a) To promote the participation of enterprises managed by women in export trade and marketing services;

(b) To bring women into the mainstream of trade and trade-related activities;

(c) To promote women's access to information and technology and enterprise development services, in particular in small-scale industrial development organizations;

(d) To make credit more accessible to women and women's groups and support information programmes;

(e) To promote the training of trainers and the creation of agencies to deal with the specific problems of women in the export business;

(f) To disseminate the outcome of research on the particular needs of women in the areas of credit, technology, information and other business support services;

(g) To assist in providing of training in management skills for women, adapted to the particular conditions of different types of women (urban, rural, formal sector, informal sector, literate, illiterate).

(c) Strategy

55. The relationship between the advancement of women and trade, commerce and finance has generally been analysed in terms of the effect of trends in those sectors on women's employment and income. Also, women have generally lagged behind men in gaining access to credit, finances, markets, technology and information, including trade information. The relationship between trade, commerce, finance and women's advancement, including the obstacles to the full participation of women in these sectors, will be further studied and corresponding operational activities to facilitate women's access to entrepreneurial development programmes, including market and export development techniques, as well as relevant trade support services, will be developed and implemented. An effort will also be made to initiate studies on an expansion of existing financing facilities for enterprises managed by or employing large numbers of women, with a view to identifying operational criteria and making proposals for this purpose. Technical cooperation projects to promote women in the development ot domestic, intraregional and international trade will be continued.

56. Training and advisory assistance will be given in entrepreneurial development and planning, as well as in trade promotion and international marketing. Technical assistance will also be given to train women in the techniques of international business development and in the use of credit and revolving funds and to help them form groups to pool savings and tap existing banking facilities.

57. The issue of entrepreneurship and the advancement of women, with emphasis on the need to facilitate an overall entrepreneurial activity through economic policies, training, access to credit, information and other support systems, will be included in the agendas of regional conferences.

58. Given the nature of technical consultancy services, technical assistance activities to promote their export satisfy most of the criteria for the UNDP fifth programming cycle, particularly concerning the enhancement of women's role in trade development. Such activities promote human resource development at all levels of society, sustainable economic reform through the strengthening of institutions and increased Government support, technical cooperation among both developing and industrialized countries, including the transfer of skills and technology, specifically in the computer services sector, and the enhancement of women's role in trade promotion and export development. An environmentally sound and sustainable development depends on the acquisition of the latest technologies on the environment. An intensive upgrading of national expertise in this rapidly growing field of engineering is therefore of specific relevance to women in development. Besides the alleviation of poverty, there are further spin-off benefits, such as support to small and medium-sized enterprises, in both the engineering and computer services sector.

59. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, ECA, ESCWA and the United Nations Centre for Human Settlements (Habitat)), UNDP, UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, UNIDO and ITC.

SUBPROGRAMME 2.6. INFORMAL SECTOR

(a) Intergovernmental objectives

60. The intergovernmental objectives for subprogramme 2.6 are:

(a) To take measures to improve the working and living conditions of women in the informal sector of the economy;

(b) To provide incentives to women working in the informal economy that will encourage them to participate in cooperatives and small enterprises by helping them to acquire skills and by making licensing opportunities, child-care facilities and credit available to them.

(c) To work out innovative schemes for extending social protection and social security to male and female workers in the informal sector.

(b) Objectives of the United Nations system of organizations

61. The objectives of the United Nations system are:

(a) To provide assistance in the development of support services;

(b) To gather more detailed and accurate information related to women in the informal sector in order to identify the most efficient measures for improving their condition, such as access to cooperative arrangements, licences, social support services and credit;

(c) To promote the organization of workers in the informal sector in all developing countries and to provide assistance to their organizations, with special emphasis on the active participation of women.

(c) Strategy

62. The working conditions in the informal sector in most countries are not well documented, and neither is the significant contribution of the sector to economic development. It appears that a large number of workers in this sector are women and that their numbers are increasing. A major effort will be made to document and study the conditions and contributions of the sector and to develop indicators of women's participation in informal economic activities.

63. Women working in the informal sector generally lack access to training, licensing schemes, cooperatives, health care, child-care facilities and financial services, such as credit and social protection and social security. Owing to the fragmentation of economic activities in the informal sector, as well as the sector's tenuous position vis-à-vis the formal sector, providing services to it is a complex matter of law and public policy. On the basis of a study of national experiences, an attempt will be made to identify promising measures for bringing women in the informal sector into cooperatives and entrepreneurial activities and making support facilities, including transport, credit and licences, more readily available to them.

64. The fragmented nature of the informal sector means that actions can only succeed when they are supported by organizations. Here the bond between local

organizations (such as cooperatives) and larger organizational structures (such as cooperative federations) is particularly important in both urban and rural areas. Drawing on the system's wide experience in dealing with these types of organizations, a concerted technical cooperation effort will be made to reach all developing countries by the end of the period.

65. Women in the informal sector should be encouraged to organize themselves so that they know their rights and are able to obtain the necessary support to exercise them.

66. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ESCAP, ECA, ESCWA and United Nations Centre for Human Settlements (Habitat)), the United Nations Conference on Trade and Development (UNCTAD), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, WFP, the ILO, UNESCO and ITC.

PROGRAMME 3. HUMAN RESOURCE DEVELOPMENT

67. According to the Human Development Report 1991, a/ development is a process of enlarging people's choices and includes health, education, access to the services and resources needed for a decent standard of living. In many countries, the majority of women continue to have only limited access to clean water, firewood or other energy supplies, primary health care, adequate nutrition, child care and care for the elderly and disabled, literacy training, education, housing, sanitation and transportation. Human resource development and empowerment are essential for effective participation by women in the decision-making processes.

68. Programme 3 presupposes that the wide variety of existing activities to increase women's access to a health, education, family planning and social infrastructure will continue. It emphasizes a few key areas where a concerted effort during the period can have major effects, such as extending the coverage of health-care services, further reducing female illiteracy and making the provision of child-care facilities a social and community norm. The programme thus focuses on developing and adapting services to the specific needs of women and on closing the gap between men and women in their access to social services.

69. Women, particularly in developing countries, can make a substantial contribution to economic development if they have technical skills in agriculture, forestry and fishing, but they are still denied access to this training. Women have also made rapid gains in relation to men in advanced training for law and business. Subprogramme 3.4 aims at increasing the enrolment of women in higher education and their participation in science and technology, to ensure that scientific and technological progress benefits women as well as men.

SUBPROGRAMME 3.1. HEALTH, NUTRITION AND FAMILY PLANNING

(a) Intergovernmental objectives

70. The intergovernmental objectives for subprogramme 3.1 are:

(a) To achieve the "Health for All" goal by the year 2000, by focusing on women's health in all phases of their lives;

(b) To empower women, who are also major providers of health care in both the formal and the informal sectors, with appropriate technologies and decision-making roles in health and health-related sectors;

(c) To integrate women's interests and perspectives and their decision-making roles into the mainstream of health development and other related sectors;

(d) To establish standards and criteria to permit the regular monitoring of women's health status in assessing the impact of health and other related socio-economic development policies and programmes.

(b) Objectives of the United Nations system of organizations

71. The objectives of the United Nations system are:

(a) To promote and protect the health of women of all ages by collecting, analysing and disseminating sex-disaggregated data on the health benefits of each programme, on the extent of women's participation in decision-making and on the extent of women's technological empowerment in each health and health-related programme;

(b) To mobilize an appropriate portion of the budget resources available within each health and health-related programme concerned, at both the national and international levels, for gender-related activities;

(c) To incorporate in national health policies and programmes specific emphasis on reproductive health, i.e. care during pregnancy and child birth, care of newborns, infants and young children, family planning for spacing and limiting birth, problems of sexual health, adolescent health, protection from sexually transmitted diseases, including the human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS), not forgetting programmes of preventive education, as these relate to both the practical and the strategic health and development needs of the majority of women, men and children;

(d) To increase occupational safety for women both within and outside the domestic spheres;

(e) To promote sex-disaggregated information on nutrition, mental health, cancer, cardiovascular disease, osteoporosis and other chronic diseases;

(f) To promote awareness of gender, health and development among policy makers and medical and paramedical professionals.

(c) Strategy

72. In the context of the global movement of "Health for All" by the year 2000, with special reference to WHO resolution WHA 45.25, on women, health and development, there are several distinctive features of the proposed strategy.

73. First, the focus is on the "root cause" of women's health problems derived from gender inequality. This issue must be tackled if health plans and services are to be effective. Technical cooperation with various countries will be undertaken, not only to strengthen the health infrastructures that are based on primary health care but also to promote gender equity in the access to, and

decision-making over, the means of health both within and outside the domestic spheres. Progress will be measured using global indicators for monitoring health for all and sex-disaggregated data on women's benefits in health, and women's decision-making role and empowerment in the appropriate technologies, particularly in reproductive health. There will be a special focus on adolescent women with adult responsibilities.

74. Secondly, the introduction of gender considerations into health matters will have to be two-pronged: it will have to involve the policy and planning levels and to mobilize a broad spectrum of non-governmental organizations, professional associations, private sector enterprises, community and youth groups, and women's groups.

75. Thirdly, the strategy is built on the fact that the health of both men and women can only be attained by following an intrasectoral and an intersectoral approach at the international, national, district and community levels. Again, it is important to reach out to a broad spectrum of community groups in non-medical sectors. This technical cooperation between countries and related United Nations agencies will be undertaken in order to formulate and incorporate a gender-based analytical framework and indicators as an essential instrument in the planning, implementation and evaluation of policies and strategies of the health and health-related sectors. Concern with women's health deals not only with reproductive health but includes health problems that affect women at different stages of the life cycle, particularly old age. Research in these areas will be encouraged and monitored.

76. Fourthly, the family health approach to gender issues will be promoted, targeting youth and men in their family roles as well as in their social, economic and professional roles. Attempts will be made to measure progress within the family as it affects reproductive health. The prototype of gender training, which provides male role models, promotes the participation of males as sons, fathers, husbands and grandfathers, as well as in their professional roles. Similar activities to make key policy makers, health planners and health professionals more aware of matters relating to gender, health and development will also be supported. Subject to the availability of funds, research and training centres on gender, health and development should be designated at the national, regional and international levels.

77. Fifthly, the active participation of multisectoral teams consisting of women's groups, women's bureaux and national programme managers of maternal and child health (already established in 42 countries with WHO/UNFPA support) will be supported to promote the integration of women's perspectives and decision-making into the main direction of health and socio-economic development.

78. The focus will be on the improved quality of mother and child health and family planning services, through counselling, follow-up services and the deployment of technically competent service providers with adequate training and supervision, and through accurate information enabling clients to make an informed choice in the use of contraceptive and other health technologies. Family planning programmes should make it possible for couples and individuals to realize their basic right to choose the number and spacing of their children. The benefits of breast-feeding on children's and women's health are recognized by an increasing number of countries, both developed and developing. Sustained support to breast-feeding women, both within and outside their homes, with multisectoral action based on multisectoral perspectives, is needed to make breastfeeding universal.

79. Given the high prevalence of sexually transmitted diseases, as well as the AIDS pandemic, which threatens the health of men, women and children, activities between the related health programmes will be more carefully coordinated, so that women can have easy and equal access to programmes of preventive education and protective measures against sexually transmitted diseases, including HIV/AIDS, under the umbrella programme on mother and child health and family planning.

80. The health programme will be complemented by programmes to promote an adequate food supply and an appropriate diet to meet the specific nutritional needs of women, particularly pregnant and lactating women. National programmes will be elaborated to increase awareness of the nutritional needs of women and to promote intervention to reduce the prevalence of nutritional diseases, such as anaemia in women of all ages, particularly young women.

81. Guidance material will be prepared and technical support provided to Governments to establish community-based and integrated programmes designed to meet the occupational health needs of all women, including working adolescents and working mothers. This would reduce occupational risks and morbidity and mortality in occupational and work-related diseases and injuries and improve the working environment. For the prevention of psycho-social problems and mental disorders and the promotion of the mental health of women, special attention will be given to studying the social and psychological effects of development and technology on women, which lead to changes in lifestyles and increased stress. Support will be given at the national level to the development and provision, as an integral part of the health-care delivery system, of health care adapted to the specific problems of elderly women. In order to strengthen therapeutic services, programmes will be developed for the prevention, early detection and management of female cancers, as well as other chronic health problems of women.

82. To raise the status of women as health professionals and to ensure that human resource development for health is more appropriate to women's contributions and roles, efforts will be made to promote equal training for women and men in health care at all levels and to increase the proportion of women in the higher categories of the health professions.

83. The organizations primarily responsible for implementing this subprogramme are: UNEP, UNRWA, the United Nations Children's Fund (UNICEF), UNFPA, WFP, FAO, UNESCO, WHO, the World Bank, IFAD and the International Atomic Energy Agency (IAEA).

SUBPROGRAMME 3.2. LITERACY, EDUCATION AND TRAINING

(a) Intergovernmental objectives

84. The intergovernmental objectives for subprogramme 3.2 are:

(a) To reduce significantly the high rate of female illiteracy by the year 2000 and to promote functional literacy, with specific emphasis on health, nutrition, viable economic skills, gender and population education, civic education and empowerment of women;

(b) To promote the goal of universal access to primary and secondary education for girl children and for women and to increase equal access to formal and non-formal education, including scientific and technical education;

(c) To develop programmes to increase the enrolment of girls in non-traditional subjects and to reduce the drop-out rates of girls from formal schooling;

(d) To revise school textbooks and educational materials in order to combat sexual stereotyping and to include training on gender analysis in teacher education programmes.

(b) Objectives of the United Nations system of organizations

85. The objectives of the United Nations system are:

(a) To support and strengthen national, regional and international action so as to reduce the rate of illiteracy and to implement functional literacy programmes for women from the perspective of empowerment, reflecting the real problems and needs of illiterate women;

(b) To promote equal access to secondary university and non-formal education;

(c) To strengthen action to promote universal primary education, paying specific attention to the situation of girls, whose enrolment and drop-out rates remain a significant problem.

(c) Strategy

86. Women have progressed towards equality with men in the educational enrolment rates at all levels of schooling, but there are differences in their educational achievements. The high incidence of illiteracy among adult and elderly women constitutes a major handicap in achieving equality with men, and a serious barrier to the full participation of women in development. With the faster decline in illiteracy rates for men, the literacy gap between men and women is growing. The plan deals with this key issue by means of a two-fold strategy. The first aim is to ensure that girls have equal access to primary education, appropriate facilities, adequate programmes (including programmes to improve the health and nutritional status of girls); a sufficient number of competent teachers must also be provided. Parents must be made aware of the importance of educating girls. Application of the relevant provisions of the Convention and Recommendation against Discrimination in Education, adopted by UNESCO in 1960, will continue to be encouraged and monitored. Audio-visual and printing material, showing the importance of schooling for girls will continue to be developed and disseminated. Technical assistance will continue to be provided in designing and implementing policies promoting equal access to education. As far as possible, multilateral funding (grants and loans) for the development of primary education will be conditional on the provision of equal access to it for both girls and boys. Specific efforts will be made to prevent girls from dropping out of school.

87. The second aim is to improve the rate of literacy among adult women, and funding and technical assistance will be provided for national literacy and civic education programmes for women. Women will be involved in the design and planning of these projects. Regional seminars will be continued and extended to help national authorities to develop teaching and learning materials and train instructors, planners and supervisors in the design and implementation of literacy and civic education programmes and campaigns. Adult education and continuing education will be provided for women.

88. There is a serious lack of information on women's literacy. More detailed information will be sought on the situation of women in different countries, social classes and cultures. Research on non-formal education for women will be further developed in terms of the methods, materials and content of literacy education. Approaches to the preparation of post-literacy material and activities will be developed, including gender-specific and sensitive approaches, and national and international networks will be promoted for this purpose.

89. A combined strategy of simultaneously developing primary education and literacy will be implemented. In using this strategy, both for primary education and literacy, attention should be focused on gender-sensitive teaching methods and on equal participation by boys and girls, men and women. Given the difficult situation of women in rural areas throughout the developing world, greater attention will be given to illiterate women in these areas.

90. Use of the mass media to promote women's literacy, encourage community participation and raise general public awareness of literacy programmes will also be furthered, including the use of radio and television to offer new images of women and their role in society.

91. The recommendations of the Commission on the Status of Women, adopted by the Economic and Social Council in its resolution 1990/15, and set out in the annex to that resolution, on the promotion of literacy, education, training and technological skills, under the priority theme "development", will be incorporated.

92. The organizations primarily responsible for implementing this subprogramme are UNICEF, UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, the United Nations University and UNESCO.

SUBPROGRAMME 3.3. SOCIAL INFRASTRUCTURE AND SUPPORT SERVICES, INCLUDING HOUSING, SETTLEMENT, WATER, SANITATION, ENERGY AND TRANSPORT

[To be completed by the United Nations Centre for Human Settlements (Habitat), in particular on women as conservators, sustainable human development and women in urban planning.]

(a) Intergovernmental objectives

93. The intergovernmental objectives for subprogramme 3.3 are:

(a) To ensure that all women, including migrants, refugees and returnees, have equal access to housing, water and sanitation, energy transport, and sustainable habitats;

(b) To consider the views and needs of women as producers, women in business, consumers and managers, as well as the specific needs of women who are heads of household, in all aspects of urban and rural planning;

(c) To train women and encourage their participation in the planning, implementation, maintenance and management of these technologies and systems and in conservation methods, including women's training in environmental protection skills;

(d) To develop social infrastructure for the care of dependants, be they children, the elderly or persons with disabilities.

(b) Objectives of the United Nations system of organizations

94. The objectives of the United Nations system are:

(a) To increase the accessibility of safe water supplies, sanitation, housing, transport and energy systems, especially in rural areas and urban informal settlements;

(b) To promote equal participation by women in the planning, design, construction and maintenance of housing, infrastructure, social services and, even more importantly, in the design and management of villages, towns and cities;

(c) To increase the application of appropriate technology to household energy use and to the building of shelter and infrastructure, particularly in rural areas and informal urban settlements;

(d) To complete guidelines and model legislation on women's access to housing finance and on the establishment of adequate credit mechanisms;

(e) To undertake studies on changing gender roles in the family and on the sharing of household activities;

(f) To promote the application of international norms and standards for the provision of social infrastructure for the care of dependants.

(c) Strategy

95. There is a gender dimension in all aspects of urban and rural human settlements development, which needs to be taken into account. Policy formulation, shelter strategies, institution building, community participation, settlement infrastructure and environment, urban management, and sustainable cities must all contain a gender perspective. Technical cooperation, seminars and workshops will include gender training for professionals, for example, architects, planners and engineers. Women's training in environmental skills will be coupled with support for the creation of small-scale women's enterprises, such as the recycling of waste, maintenance of water supply etc. These training activities are especially crucial for the inhabitants of informal settlements in both urban and rural areas; and incentive and support for self-help and mutual aid in these fields should be provided.

96. The development and dissemination of appropriate technologies, especially those relating to energy use in cooking and to domestic water supply and housing materials, will continue to be promoted through the support of centres for the development of such technologies and the provision of technical assistance. A sociological study of the effects of technological innovations on women will be prepared.

97. Information materials will be developed for national policy makers on the importance of women's knowledge of, and concerns regarding, forestry and general environmental care; information will also be prepared for those who design and implement projects on how to increase women's access to needed tree and forest products or other viable alternatives for construction and energy materials. In addition, assistance will be provided to enable women professionals to attend training workshops and become involved in forestry and environmental

programmes. Baseline information on forestry and general environmental projects will be disaggregated by sex to assess women's needs. This information will be used in project management.

98. Experience has shown that women traditionally assume the primary responsibility for members of the household. If women are engaged in wage-earning activities, adequate social infrastructure, including arrangements for child care, must be developed and the sharing of responsibilities among all family members be further promoted. Progress has been made in advancing this concept in both developed and developing countries, but a significant effort must still be made to encourage more countries to adopt policies and programmes for the adequate provision of care for dependants. Studies show that women bear a disproportionate responsibility not only for domestic work and child-rearing but also for the care of other dependent members of the family and community, such as the disabled and elderly persons. The extent of the problem will become more acute with increasing migration, urbanization and the increasing flow of displaced persons and refugees. A diagnosis will be made of the problem accordingly, and guidelines will be developed that will set out the respective roles of the public and private sectors, including the role of all family members, in dealing with the problem.

99. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, ECE, ESCWA, United Nations Centre for Human Settlements (Habitat) and UNEP)), UNCTAD, UNICEF, UNIFEM, UNRWA, WFP, the International Research and Training Institute for the Advancement of Women, FAO, WHO, IFAD and ITC.

SUBPROGRAMME 3.4. HIGHER EDUCATION, SCIENCE AND TECHNOLOGY

(a) Intergovernmental objectives

100. The intergovernmental objectives for subprogramme 3.4 are:

(a) To increase educational and training opportunities for women and girls in science and technology, particularly at the post-secondary level;

(b) To promote the provision of environmentally sound technologies that have been designed, developed and disseminated in consultation with women;

(c) To encourage the effective participation of women in the decision-making and implementation process related to science and technology, including planning and setting priorities for research and development, and in the choice, acquisition, adaptation, innovation and application of science and technology for development, and to make science and technology more responsive to women's needs and concerns;

(d) To deploy women with scientific and technological education and training in jobs in their field.

(b) Objectives of the United Nations system of organizations

101. The objectives of the United Nations system are:

(a) To complete a study of successful policy measures and incentives adopted by some countries that have specifically promoted deployment of educated and trained women in scientific and technological disciplines;

(b) To complete a series of case-studies on the role of women in the development, local adaptation and dissemination of technologies and to enhance women's leadership role in those areas;

(c) To mobilize women who are the end-users of technologies for implementing, monitoring and evaluating scientific and technological activities;

(d) To carry out studies on the actual and potential effect of new and emerging technologies on women, and especially on their functional roles in society;

(e) To collect data on the stock of women scientists and technologists, their associations and their activities, by age group and by discipline, and to disseminate data to encourage networking.

(c) Strategy

102. Science and technology are essential means of fostering socio-economic development. Women thus play a pivotal role in science and technology as both producers and end-users. Although the stock of women scientists and technologists has increased in recent years, educated and trained women have not been fully or effectively deployed. The system will study cases in which policy measures and incentives were successfully employed to encourage qualified women to be active in their field.

103. For technological developments to take root in local settings, their introduction, adaptation and dissemination must involve local people, including women. Research on the role of women in successful technological adaptation will be undertaken.

104. Efforts will be made to collect improved data on the stock of women scientists and technologists and those who are deployed in their field. This will be the basis for a longer-term effort to systematize such data collection by the organizations concerned.

105. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development), UNCTAD, UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women, the ILO, FAO, UNESCO, WHO and UNIDO.

PROGRAMME 4. PROMOTION OF PEACE AND RESOLUTION OF CONFLICTS

106. Women are still absent from the peace process at the governmental level. They cannot play a role in preventing and eliminating armed conflicts as long as they are largely excluded from official decision-making on the peace process. It is therefore still hypothetical whether or not women in leadership positions would make a difference. Women's non-governmental activities have, however, always provided a contrast to women's exclusion from the official decision-making bodies at the national and international levels. Women's influence in non-governmental organizations and the peace movement has been evolving throughout history.

107. The incidence of armed conflicts continues to be high and a disproportionate number of women are among the victims. Although specific provisions

for the protection of women exist in international humanitarian law, these are frequently not respected in practice. Humanitarian assistance is often not targeted to the specific needs of women.

108. Subprogramme 4.2 refers to the particular situation of refugee and displaced women. Persecution and armed conflict are the main causes of the refugee problem. Approximately 80 per cent of the more than 17 million refugees worldwide, and the unknown but even larger numbers of displaced persons, are women and children. Refugee women need specifically targeted legal protection and relief assistance, including health services and literacy and skill training.

SUBPROGRAMME 4.1. PARTICIPATION OF WOMEN IN THE PEACE PROCESS AND IN THE RESOLUTION OF INTERNATIONAL CONFLICTS

(a) Intergovernmental objectives

109. The intergovernmental objectives for subprogramme 4.1 are:

(a) To increase the number of women involved in the peace process and the resolution of international conflicts at the bilateral as well as the multilateral level to at least 30 per cent;

(b) To include peace education and the peaceful resolution of conflicts in the curricula of all primary schools and secondary schools in all countries.

(b) Objectives of the United Nations system of organizations

110. The objectives of the United Nations system are:

(a) To complete a full set of educational material for peace training and to promote education for peace;

(b) To increase the number of women involved in peace-keeping operations to at least 30 per cent of the personnel assigned to those missions;

(c) To ensure that all United Nations peace-keeping operations integrate socio-cultural and gender issues in the planning of their activities and training of their staff.

(c) Strategy

111. Education for peace is a way of acquiring respect for persons and personal relationships, and of learning about the resolution of conflicts, social justice, tolerance and equality, sharing the world's resources, cooperation and the importance of the community. Studies on the peaceful resolution of conflicts will be given greater weight.

112. In line with the new peace-keeping role of the United Nations, particular emphasis will be put on this programme. Little information is available on the role women could play in promoting peace and the resolution of conflicts, since women so far have been almost completely absent from this field. The United Nations system will give greater weight to its studies on the peaceful resolution of conflicts and make a critical assessment of prevailing conditions and their causes and of the demands for significant changes in world governance.

It will also press for women to be consulted on all decisions concerning the conversion of resources from military to civilian purposes.

113. Women are often seen as the victims of armed conflicts because they are not involved in the decision that started the conflicts, nor are they among the combatants; and they are seldom part of the official peace process, whether bilateral or multilateral. A study will be undertaken on the performance of women in the military and its possible impact on the peace process. The question of including women in the armed forces and also in emergency operations and programmes of humanitarian assistance will be further examined.

114. A special effort will be made to recruit women for peace-keeping missions and any gender differences in performance will be evaluated.

115. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women), UNHCR, UNRWA, UNICEF, UNDP, UNIFEM, WFP, UNESCO and WHO.

SUBPROGRAMME 4.2. ARMED CONFLICT

(a) Intergovernmental objectives

116. The intergovernmental objectives under subprogramme 4.2 are:

(a) To ensure the legal protection of women in armed conflicts according to the 1949 Geneva Conventions b/ and the 1977 Protocols additional thereto c/ and actively to apply those legal provisions and provide assistance to women and their families who are victims of armed conflict;

(b) To give priority to extending international protection to refugee women and children by taking measures to ensure their greater protection from physical violence, sexual abuse, abduction and circumstances that could force them into illegal activities;

(c) To adopt a policy on refugee, displaced and returnee women and children that will provide for the full integration of women and children into the relevant programmes.

(b) Objectives of the United Nations system of organizations

117. The objectives of the United Nations system are:

(a) To compile a report on gender-related discrimination against women refugees and detainees in all conflicts that are under the aegis of the United Nations;

(b) To assess the specific impact of armed conflict and violence on women refugees and displaced and returnee women, with a view to providing guidelines for their protection and assistance both in areas of armed conflict and in countries of asylum;

(c) To increase the percentage of female staff in the field, who would be able to provide assistance and protection appropriate to the specific needs of refugee women and children.

(c) Strategy

118. Staff dealing with human rights violations or with monitoring the Geneva Conventions will be provided with gender training in order to become aware of and report on specific violations committed against women.

119. Data disaggregated by gender and by age will be included in the collection of refugee statistics, in order to represent the refugee population accurately. Specific programmes will be developed aimed at raising uprooted women's awareness of their legal rights and responsibilities.

120. There is evidence that violence against women increases in times of social unrest and armed conflict. Support programmes will be developed to prevent and combat this discriminatory practice towards women.

121. High priority will be given to preserving the life and physical well-being of refugee and displaced children, particularly against physical violence, sexual abuse and recruitment into the armed forces and armed groups. Staff members working with refugees will receive gender-specific training to raise awareness of the situation of refugee and displaced women and to provide them with the skills for planning appropriate protection and assistance activities. Gender-sensitive staff, women in particular, will be recruited and advanced to management and field positions in order to provide appropriate assistance and protection to refugee and displaced women.

122. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCWA), UNHCR, UNRWA, UNICEF, UNDP, WFP and WHO.

PROGRAMME 5. DECISION-MAKING

123. This programme is designed to implement the Nairobi Forward-looking Strategies for the Advancement of Women d/ in relation to the participation of women in decision-making processes at the national, regional and global levels. It focuses on the main channels of decision-making, such as Governments, legislative bodies, key managerial positions and international organizations, and the participation of women in groups, associations, cooperatives, trade unions and other non-governmental organizations that constitute the basic forms of their organized political participation at the local and national levels. It also includes the building of partnerships between various actors, such as the public and the private sector, academia and non-governmental organizations. The kind of partnership envisaged is more than horizontal, it also takes account of roles and qualitative aspects and requires participatory democracy.

124. Women continue to be generally underrepresented in key areas of national, regional and international decision-making. Without the full participation and contribution of women in decision-making, true democracy cannot be achieved in all spheres of life. The low number of women in positions at the decision-making level, whether related to peace, international cooperation and environment or to other matters of public concern, results in their interests not being represented at that level.

125. The basic principle of full participation by women in all spheres of life includes their participation in politics. There is a close reciprocal

relationship between the general advancement of women and their full participation in decision-making at all levels.

SUBPROGRAMME 5.1. PARTNERSHIP IN DECISION-MAKING AND GOVERNANCE AT ALL LEVELS

(a) Intergovernmental objectives

126. The intergovernmental objectives for subprogramme 5.1 are:

(a) To achieve equity in the appointment, election and promotion of women to high-level posts in all executive decision-making bodies in political, economic and cultural life, as well as on advisory boards and councils, including those with managerial responsibility, in the executive, legislative and judiciary branches of government and in political parties;

(b) To set concrete targets or quotas for the number of women in bodies whose composition is the responsibility of the Government, in particular with regard to their delegations to international political and economic meetings;

(c) To increase the percentage of women in senior management positions in the economic sphere, particularly in industry, trade and finance, both at the institutional level and within the business community.

(b) Objectives of the United Nations system of organizations

127. The objectives of the United Nations system are:

(a) To establish regular monitoring of the extent and level of women's participation in decision-making in the public sector at the national and international levels, and of the provision of and access to the means that will enable women effectively to assume responsibilities in decision-making processes;

(b) To implement a research programme on the impact of increased numbers of women on the nature of the decision-making processes.

(c) To assist in and promote the organization of rural women into groups, lobbies and farmers' federations, in order to enhance their participation in the decision-making and democratization processes.

(d) To encourage rural development planners to adopt participatory methodologies, as a means of giving women a voice in decision-making, and to ensure that rural decision-making and popular participation processes include women in an equitable manner.

(c) Strategy

128. The gap between de jure and de facto equality continues to exist, particularly in the area of decision-making and at the higher level. The introduction of quotas or targets is considered an efficient way of closing the gap and will be evaluated where it has led to results.

129. Periodic monitoring reports will continue to be prepared globally and regionally to demonstrate progress at the national and international levels. The monitoring will cover both national public administration and international

organizations. Conceptual work will also begin to extend this type of monitoring to the private and non-profit-making sectors. Workshops will be organized to provide women with the skills necessary to obtain managerial positions, and cooperation will be promoted between developing countries in this area.

130. There is evidence that women would give a different perspective to issues as diverse as disarmament and the environment. Further research will be undertaken on the difference that women would make if they were in leading positions.

131. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Office of Human Resources Management, Division for the Advancement of Women, ESCAP, ESCWA), UNCTAD, UNDP, UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO and ITC.

SUBPROGRAMME 5.2. PARTICIPATION IN MANAGEMENT AT ALL LEVELS, INCLUDING NATURAL RESOURCE MANAGEMENT

(a) Intergovernmental objectives

132. The intergovernmental objectives for subprogramme 5.2 are:

(a) To increase the number of women decision makers, planners, technical advisers, managers and extension workers in the environmental and development fields;

(b) To increase the participation of women in national ecosystem management and the control of environmental degradation;

(c) To increase the number of women throughout the United Nations system, particularly at the senior policy level and in decision-making posts and to attain the targets set by the General Assembly for the recruitment and promotion of women.

(b) Objectives of the United Nations system of organizations

133. The objectives of the United Nations system are:

(a) To update and disseminate, on a regular basis, information on the composition of high-level decision-making bodies at the national, regional and international levels, disaggregated by sex;

(b) To provide training for women in political skill-building, media relations and the generation of resources;

(c) To implement a training programme on a system-wide basis on management for women, including all areas of management.

(c) Strategy

134. The United Nations system will undertake further research on the participation of women in decision-making in public life, highlighting the continuing obstacles to such participation, the positive effects of increased participation by women and the mechanisms for achieving such increased participation. It will assist the national machinery for the advancement of

women in developing similar information at the central, regional and local levels and will promote the exchange of experiences between the national machinery in different countries.

135. The organizations of the United Nations system will cooperate in increasing the proportion of women recruited by the system at the professional and managerial levels and the proportion promoted to higher-level posts to meet the targets fixed by the General Assembly.

136. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Office of Human Resources Management, Division for the Advancement of Women, ESCAP, ESCWA, UNEP), UNDP, UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO and ITC.

SUBPROGRAMME 5.3. PARTICIPATION IN GROUPS, ASSOCIATIONS, COOPERATIVES, TRADE UNIONS AND OTHER NON-GOVERNMENTAL ORGANIZATIONS

(a) Intergovernmental objectives

137. The intergovernmental objectives for subprogramme 5.3 are:

(a) To encourage political parties, trade unions and non-governmental organizations to achieve the target set by the United Nations for the proportion of women holding elected posts or decision-making positions;

(b) To provide new forms of technical and financial support for the activities of groups, associations, cooperatives, trade unions and other non-governmental organizations defending women's interests and rights;

(c) To compile a roster on women in leadership.

(b) Objectives of the United Nations system of organizations

138. The objectives of the United Nations system are:

(a) To encourage women's organizations to increase their participation in civic and political education, among other things by forming groups to lobby actively for their interests, and to compile a roster of women candidates with relevant qualifications;

(b) To promote gender training for all types of groups and organizations in all countries that request it, in order to make their members aware of the needs and potential of female members.

(c) Strategy

139. The capacity of non-governmental organizations at all levels to reach women and women's groups will receive greater recognition and support. Non-governmental organizations will be encouraged to organize regular training programmes that are designed to improve the status of women and to increase their opportunities for employment and self-employment and improve their performance at all levels, especially in managerial positions. Self-employed women, especially young women, will be helped to organize cooperatives and participate in training programmes to improve their skills in production,

marketing and management techniques. Specific efforts will be taken to formulate and implement programmes for providing women's organizations, cooperatives, trade unions and professional associations with financial assistance, including access to credit, and to training and extension services.

140. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCAP, ESCWA), UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO and ITC.

PROGRAMME 6. IMPROVING THE MEANS OF INTERNATIONAL ACTION

141. The implementation of the Nairobi Forward-looking Strategies for the Advancement of Women d/ at the international level involves the use of a number of means of action, ranging from the collection, analysis and dissemination of information on women to technical cooperation. Progress has been made in improving ways and means of international action. This is, however, an ongoing process, requiring continuing attention. While these means appear throughout the system-wide medium-term plan, they are treated here in a separate programme, whose purpose is to improve their functioning. This programme is designed: (a) to develop statistics and indicators on women and gender; (b) to improve public information and information networks in this field; (c) to improve the quality of research and policy analysis on women and gender, the effectiveness of their results and the dissemination of educational materials in this area; and (d) to improve the procedures for designing and implementing technical cooperation.

142. Information generated through the combined efforts of the United Nations system needs to be organized and disseminated to target audiences of decision makers, specialists, non-governmental organizations and the general public. This programme is therefore linked to all the subprogrammes in the system-wide plan.

143. In order to promote research on all aspects of the advancement of women, existing methods will be examined and those most appropriate will continue to be developed. A particular dimension that is being given continuing attention is the development of policy analysis instruments. These methodologies and the results of research will be disseminated and brought to the attention of educational institutions, policy-oriented organizations and non-governmental organizations.

SUBPROGRAMME 6.1 DEVELOPMENT OF STATISTICS AND INDICATORS

(a) Intergovernmental objectives

144. The intergovernmental objective for subprogramme 6.1 is:

To obtain reliable, comprehensive and unbiased statistics and indicators on the situation of women and their contribution to economic and social development, as well as on the inequities between men and women and the effects of discriminatory laws and practices on the role of women in society, for use in policy-making, planning and research.

(b) Objectives of the United Nations system of organizations

145. The objectives of the United Nations system are:

(a) To develop improved and more appropriate statistical concepts and methods;

(b) To ensure the timely, reliable, consistent and coordinated collection, compilation and dissemination of global, regional and national statistics, disaggregated by sex, in all fields of importance to women, including employment and wages, health, the informal sector, agricultural production, income, and access to resources and services;

(c) To promote and assist in the national collection and dissemination of statistics and indicators on the situation of women;

(d) To integrate the value of unpaid work, including the work that is currently designated "domestic", into resource accounting mechanisms in order to represent more accurately the value of the contribution made by women to the economy.

(c) Strategy

146. Considerable progress has been made in improving and coordinating statistics and indicators on the situation of women. Efforts will continue to be made to improve concepts and methods, to establish more effective systems of collecting data, disaggregated by sex, in all relevant fields, to provide adequate data-processing facilities and training, to widen the dissemination and use of the substantial data already available, and to promote dialogue between users and producers of data on needs, priorities and applications. Specific objectives include making statistics, disaggregated by sex, on income, employment, wages, industry and agriculture generally available. Other priorities are the development of integrated statistics on rural income, production and access to resources and services, disaggregated by sex, based on household and agricultural surveys, and the review of statistical definitions, such as those used for the labour force, national accounts and other economic statistics, to ensure that women are given appropriate treatment.

147. In order to avoid duplication and to ensure consistency in the statistics, this work will be carried out within the conceptual and organizational frameworks established by the United Nations system, including the framework for the integration of social, demographic and related statistics, the System of National Accounts and the System of Balances of the National Economy (see, for example, the World Programme of Industrial Statistics, the 1990 World Population and Housing Census Programme, the National Household Survey Capability Programme, the indicators for monitoring the implementation of the Programme of Action of the World Conference on Agrarian Reform and Rural Development, and Indicators for Monitoring Progress towards Health for All by the Year 2000). This work will take into account the work of the International Research and Training Institute for the Advancement of Women and will be periodically reviewed by the Statistical Commission of the United Nations Secretariat. The World's Women 1970-1990: Trends and Statistics, e/ representing a collaborative effort by many United Nations bodies concerned with promoting women's equality and participation in development, will be updated. In order to consider the value of unpaid work, including so-called "domestic

work", the guidelines of the United Nations System of National Accounts will be used and updated.

148. Data collection on topics for which data are currently seriously deficient will be improved. High-priority topics include the structure and dynamics of the family, women's, men's and children's diverse economic, domestic and resource management roles and the use of time to carry out these roles, men's attitudes and behaviour regarding reproduction and other topics for which data are currently obtained mainly from women, child-care arrangements, unplanned pregnancy and abortion, sexual abuse, as well as domestic and other forms of violence and various aspects of reproductive health, including the incidence of sexually transmitted diseases. Both large-scale surveys and more qualitative approaches are valuable approaches for improving information in these areas.

149. Technical cooperation will be carried out with various countries for the collection and dissemination of unbiased statistics and indicators on the situation of women and their participation in development, using household surveys, population, housing, agricultural and industrial censuses, national accounts and data on the informal sector. Technical support will be provided to countries for the training of users and producers of statistics and indicators on women, for reviewing existing data collection concepts and methods and for improving basic data-collection programmes, and for training women as demographers and statisticians, especially in economic statistics.

150. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ECE, ESCAP, ECLAC, ESCWA), UNDP, UNFPA, UNICEF, UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women, the ILO, FAO, UNESCO and ITC.

SUBPROGRAMME 6.2. DISSEMINATION OF INFORMATION

(a) Intergovernmental objectives

151. The intergovernmental objectives for subprogramme 6.2 are:

(a) To establish and strengthen networks for the exchange of information on women among Governments, intergovernmental and non-governmental organizations, researchers and activists, and to promote more effective communication and cooperation between them;

(b) To support national campaigns to increase public awareness of gender roles and of the need for equality between women and men and for the elimination of discriminatory practices.

(b) Objectives of the United Nations system of organizations

152. The objectives of the United Nations system are:

(a) To increase the production and flow of information on women, such as Women 2000 and to produce information materials, such as newsletters and bulletins, on selected priority issues and disseminate them through existing specialized or sectoral networks at the global and regional levels, including electronic information networks;

(b) To strengthen existing networks and information dissemination systems, to increase the number of users of Women's Information System (WIS) and to promote its adoption and management and the sharing of information.

(c) Strategy

153. In addition to updating the directory of national focal points for women and the directory of focal points for women within the United Nations system, directories will be prepared on focal points in both intergovernmental and international non-governmental organizations. Efforts will be made, particularly at the regional level, to assist national focal points in developing their information centres by providing advisory services and training.

154. Electronic information networks will be established in different regions. WIS, a computerized bibliographical database and software application, will be extended to collect, classify, store and retrieve information. Specifically targeted efforts will be made to increase the numbers of users of the WIS application in all regions of the world.

155. A concerted effort will be made, within each organization and, system-wide, through the Joint United Nations Information Committee (JUNIC), to ensure that substantive research, results of policy discussions at the intergovernmental level, national experiences and the results of technical cooperation reach public information specialists in the various organizations. Information bulletins and newsletters will be published and distributed worldwide, and non-governmental organizations and other organizations, including those in the United Nations system, will be encouraged to exchange their information materials. To improve dissemination, efforts will be made to make better use of the United Nations information centres and the networks maintained by public information programmes of the specialized agencies, and to increase contacts with the media at the national and regional levels.

156. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (DPI, Division for the Advancement of Women, ESCAP, ECLAC, ESCWA), the International Research and Training Institute for the Advancement of Women, the ILO, FAO, UNESCO and ITC.

SUBPROGRAMME 6.3. RESEARCH, POLICY ANALYSIS AND DISSEMINATION

(a) Intergovernmental objectives

157. The intergovernmental objectives for subprogramme 6.3 are:

(a) To apply innovative methods of research and analysis to emerging women's issues as a basis for developing policies and programmes at the national, regional and interregional levels to promote the advancement of women and greater equity between men and women;

(b) To disseminate widely, in the media, research and technical findings on women and development for use in policy-making and to encourage the participation of women and women's organizations in the collection and dissemination of this information.

(b) Objectives of the United Nations system of organizations

158. The objectives of the United Nations system are:

(a) To strengthen the capacity of the United Nations system, including that of the regional commissions, to carry out research and analysis on women's issues, in particular on women's role in economic development;

(b) To develop methods for cross-sectoral and multidisciplinary research on women's status in the development process;

(c) To promote innovative research and analysis and disseminate research findings regarding women's changing roles and status and linkages between changes in women's status and economic, demographic and environmental trends.

(c) Strategy

159. Guidelines will be prepared on approaches to integrating women's issues into economic research and policy analysis. Methodology will be developed at the regional level for analysing changes in the situation of women in each region. Research on women's issues will be highlighted in work programmes and programme budgets.

160. Priority topics for research in areas of population and health that have a particular relevance for women include relationships between women's changing roles and status and changing patterns of fertility, mortality, and migration. Of particular interest are: the relationships between women's changing status and trends in the number and timing of births and in child survival and health; sex differences in mortality and health status at all ages, and the causes contributing to those differences; reproductive health in general; adolescent pregnancy and marriage, unsafe abortion and unplanned pregnancies; contraceptive use; evaluation of family planning services and quality of care, with an emphasis on the user's perspective; trends in infant feeding practices and their relationship to child health; changing family systems; men's, women's and children's diverse roles, including time use and economic returns on labour, access to and control over resources, household decision-making and associated norms, laws, values and beliefs, particularly as these affect women's contributions to sustainable development.

161. As far as possible, research within the United Nations system will deal with these topics, and efforts will be made to stimulate research and policy analysis in these areas through meetings of experts. Research findings will be disseminated through publications, and through measures identified under subprogramme 6.2.

162. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Department of Public Information, Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO, UNESCO and ITC.

SUBPROGRAMME 6.4. TECHNICAL COOPERATION, TRAINING AND ADVISORY SERVICES

(a) Intergovernmental objectives

163. The intergovernmental objectives for subprogramme 6.4 are:

(a) To increase the amount of technical cooperation available to benefit women;

(b) To develop a new approach to technical cooperation that will break the cycle of dependency, emphasize local needs, use local materials and resources, as well as local creativity and expertise, and fully integrate women as agents and beneficiaries into all technical cooperation activities;

(c) To develop specific guidelines or project procedures relating to women in development interlinked with other aims for the period up to the year 2000;

(d) To institutionalize responsibility and accountability for the implementation of policies concerning women within organizations;

(e) To integrate women into mainstream trade activities, to include components on women in integrated trade development programmes and, wherever appropriate, to develop programmes and promotional projects specifically targeting women;

(f) To increase women's access to trade-related human resource development;

(g) To increase the percentage of women in senior management positions in the trade and finance sectors both at the institutional level and within the business community.

(b) Objectives of the United Nations system of organizations

164. The objectives of the United Nations system are:

(a) To complete a set of guidelines on how to incorporate women's concerns in technical cooperation on the basis of new concepts designed to break the cycle of dependency; to increase the amount of technical cooperation available to benefit women, in direct consultation with the intended beneficiaries; and to organize continuing technical work in order to provide concrete examples showing how women's concerns can be integrated into various technical cooperation activities, as a guide, particularly, for those involved in project identification and design;

(b) To incorporate in the procedures of all organizations of the United Nations system a requirement that the intended and potential impact of technical cooperation on women be identified, so that consideration of this factor may become an integral part of the appraisal, monitoring and evaluation process;

(c) To complete at least one round of staff training in technical cooperation and women and development, in all organizations of the system, for those who are most directly concerned with project identification and monitoring, including staff at the field level;

(d) To increase women's access to trade-related human resource development, and to promote the training of trainers and agencies so that they can deal with the problems of women in export businesses;

(e) To improve the statistical base for reporting on women's involvement in operational activities; in this connection, to make a useful distinction

between project activities aimed directly at women as a target group and other project activities that have potential implications for women or could be oriented in such a way that they benefit women to the greatest possible extent.

(c) Strategy

165. Organizations of the United Nations system, as well as Governments and non-governmental organizations, have accumulated a great deal of experience in the designing of technical cooperation activities both to benefit women and to involve them as participants, and some organizations of the system have drawn up guidelines for this purpose. During the period covered by the plan, a system-wide effort will be made to draw on this experience in formulating a set of guidelines for Governments and organizations to use when setting up projects or institutions designed to benefit women. This exercise will involve the collation of experiences and technical discussion by specialists in an interagency setting. The guidelines will be disseminated to international organizations and Governments for possible use in national programmes. In addition, existing rosters of qualified women experts will be expanded and exchanged, and new rosters drawn up where necessary.

166. The practice of identifying the impact of projects on specific population groups has been increasing in operational agencies. Assessing the impact on women, however, is not yet part of routine project appraisal, monitoring and evaluation procedures. A methodology must be developed to permit the potential effect on women to be easily identified, and project document formats and instructions may need to be modified.

167. The technical cooperation process has always been conceived of as a vehicle for learning as well as for providing services. Learning from experience will be promoted by making, as determined by the respective intergovernmental bodies of the organizations, in-depth evaluations of a representative sample of projects that have clearly identified the intended impact on women, both as participants and as beneficiaries. The results of these evaluations will be synthesized and published.

168. A number of organizations have already conducted training activities to make technical cooperation staff sensitive to the centrality of women in development and to its implications for technical cooperation. During the period covered by the plan, such training will be extended to all operational agencies, through the exchange of information and training materials and the organization of joint training activities.

169. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, ECLAC, ECA), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO, UNESCO, FAO, WHO, UNIDO and ITC.

PROGRAMME 7. THE ROLE OF WOMEN IN SUSTAINABLE DEVELOPMENT

[Programme 7 has been discussed but not redrafted; it will be reformulated in the light of changes made by the United Nations.]

170. Programme 7 deals with the role women play in development. Development includes the full range of human development (see programme 3). Sustainable

development goes further: it is development based on the rational management of natural resources, which preserves and enhances the life-supporting systems of the planet so as to meet the needs of present generations without endangering the future. Sustainable development is a dynamic process, in which women should be fully involved. Women's knowledge as environmental managers gives them an important role to play in alleviating the underlying causes of the degradation of the environment. Women are not passive actors in the development process but are economic agents, whose contribution could be enhanced by more sensitive development programmes and projects.

171. In the early 1970s, the women-in-development approach emerged as a conceptual and programmatic priority in response to growing evidence that economic and social development efforts did not adequately affect women. As pointed out at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi from 15 to 26 July 1985, the advancement of women is not possible without development, and development itself is impossible without the advancement of women. They can only fully participate in development, once their human rights are fully recognized, their human potential is developed and they are empowered. Recently, the focus has shifted to the gender dimension, which goes beyond sex differences. So-called women's issues are not of interest to women alone, but are linked to macro-processes and micro-processes in the State and the economy. Women have a triple role in reproduction, production and community management.

172. In times of economic crisis, women are adversely affected. There has been a reduction in economic development and the policies adopted to adjust this have led to a serious reduction in public expenditure on education, health and housing. The growing number of women living in extreme poverty reflects the underlying structural problems faced by women in the midst of economic change.

173. The national machinery for the advancement of women is an essential mechanism in the promotion of women's role in development, and in the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women d/ and the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180).

174. Women play a critical role in achieving sustainable development, a role that is highlighted throughout Agenda 21, adopted by the United Nations Conference on Environment and Development (see subparagraph 6(g) above). Women's full participation in environmental management is essential for achieving sustainable development and growth. Their role is particularly evident in the areas of energy, water, waste and technology. As consumers, women have the power to determine the future of energy systems. Furthermore, conservation of energy starts in the home. Women are also the primary users of water and can significantly contribute to the safe management of wastes and to the development of environmentally sound technologies.

175. A successful coordination of a system-wide approach to women in development is necessary to increase knowledge about women's existing active inclusion in the development process and to empower women as agents of development.

SUBPROGRAMME 7.1. ANALYSIS OF THE INTERRELATIONSHIP OF FACTORS AFFECTING WOMEN AND DEVELOPMENT

(a) Intergovernmental objectives

176. The intergovernmental objectives for subprogramme 7.1 are:

(a) To formulate national plans, programmes and projects while taking into account the gender dimension, practical and strategic gender needs, emerging global trends, such as the effects of economic and political macro-processes and micro-processes on women;

(b) To involve women's organizations in a participatory way in strategic planning.

(b) Objectives of the United Nations system of organizations

177. The objectives of the United Nations system are:

(a) To complete an analysis of the gender dimension of global economic and political restructuring and of emerging international environmental problems, at the global and regional levels;

(b) To develop policy guidelines that are compatible with the active participatory role of the national machinery for the advancement of women.

(c) Strategy

178. The United Nations system will assist Governments, on their request, in formulating national development plans that take into account the gender dimension from the very beginning and no longer merely incorporate women in the plan as one specific target group. Practical and strategic gender needs, as defined by researchers, will be incorporated, starting with sectoral interventions. Quantitative and qualitative national targets (including timetables) should be established that are appropriate to each national situation in the public and private sector. The effects that emerging economic, political and social macro-processes and micro-processes have on women in their triple role in production, reproduction and community management will be investigated. The existence of a gender bias in the organization of international trade, market economy and social policy will be evaluated.

179. Women researchers, non-governmental organizations and women's grass-root organizations will be actively involved in the process of setting their own agenda. The recognition that women and men have different needs and that there is no gender neutrality in any field of economy or social policy will promote discussion on the need to reorganize society at large (see also programmes 2 and 5). Comparative research on the effects of development strategies on women and on gender relations will be undertaken and the possibility of gender-aware alternative development strategies will be investigated. Women's triple role will be investigated.

180. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNIFEM, UNU and the International Research and Training Institute for the Advancement of Women.

SUBPROGRAMME 7.2. MONITORING AND REVIEW AND APPRAISAL OF BASIC POLICY GUIDELINES AND NATIONAL EXPERIENCE

(a) Intergovernmental objectives

181. The intergovernmental objectives for subprogramme 7.2 are:

(a) To include personnel concerned with the advancement of women in all policy and planning and programming activities and to give them adequate training in monitoring and evaluation;

(b) To increase consultation and coordination among donor agencies and recipients, within and outside the Government, concerning the advancement of women;

(c) To develop human resources and provide material resources to ensure the full participation of women in the design, implementation and evaluation of multisectoral development policies, strategies and programmes;

(d) To make policy and programme recommendations on strategies, planning and resource allocation on the basis of the review and appraisal.

(b) Objectives of the United Nations system of organizations

182. The objectives of the United Nations system are:

(a) To encourage and increase coordination among agencies of "women-in-development" programmes at the national, regional and international levels in order to avoid unnecessary duplication and overlap and to increase the impact of programmes;

(b) To monitor women's contributions to development and acknowledge their potential in the implementation of the International Development Strategy for the Fourth United Nations Development Decade (General Assembly resolution 45/199, annex).

(c) Strategy

183. Monitoring and review and appraisal are valuable instruments in controlling the progress achieved and evaluating results and deficiencies. The accountability of Governments for the effectiveness of "women-in-development programmes includes the need to ensure that adequate funding and resources are provided to such programmes and that qualified personnel are included in all policies and planning and programming priorities. Guidelines will be elaborated for the efficient monitoring of progress achieved at the national level.

184. The methods and procedures for collecting information on the status of women and on activities of the United Nations system for women in development will be streamlined. National and regional experiences, particularly as regards experiences with the national machinery for the advancement of women, will be monitored. Regular reports will be submitted to the Commission on the Status of Women and to national and regional forums. Attention will focus on the monitoring of gender approaches in other relevant development strategies, such as the International Development Strategy for the Fourth United Nations Development Decade (General Assembly resolution 45/199, annex), the Programme

of Action for the Least Developed Countries for the 1990s, f/ the United Nations New Agenda for the Development of Africa in the 1990s (General Assembly resolution 46/151, annex, sect. II) and similar long-term planning documents.

185. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNIFEM, UNU and the International Research and Training Institute for the Advancement of Women.

SUBPROGRAMME 7.3. STRENGTHENING NATIONAL MACHINERIES AND MECHANISMS FOR PLANNING AND POLICY-MAKING

(a) Intergovernmental objectives

186. The intergovernmental objectives for subprogramme 7.3 are:

(a) To establish, if none exists, a national machinery for the advancement of women, in consultation with women's associations, to extend it to various sectors of the society, and to decentralize it at the community level;

(b) To provide adequate and secure political, financial, technical and human resources including access to the highest levels within the Government, to enable the national machinery to function effectively and to undertake regular evaluation in order to monitor its functioning;

(c) To ensure appropriate training for the staff of the national machinery and to encourage the inclusion in management training courses of gender-analysis training.

(b) Objectives of the United Nations system of organizations

187. The objectives of the United Nations system are:

(a) To provide technical assistance to countries to help them establish or strengthen their national machinery;

(b) To provide assistance to all Governments, at their request, in establishing high-level units in planning ministries whose task would be to integrate women into national planning and programming.

(c) Strategy

188. A thorough up-to-date review and analysis of country experience in establishing and maintaining effective institutional arrangements and mechanisms at the national and local levels will be carried out to promote de facto equality of women and their full participation in political, economic and social development. Guidelines on the establishment and maintenance of national machineries and mechanisms to promote the full integration of women into development will be prepared and disseminated. In cooperation with the regional commissions, the United Nations Secretariat will annually update and distribute the Directory of National Machinery for the Advancement of Women. It will promote an exchange of information through documentation and by supporting regional and subregional meetings.

189. The national machineries of different countries will be encouraged to exchange information, bilaterally or multilaterally, on issues of common interest, including information on innovative policies, programmes and research. The involvement of women's grass-root organizations and non-governmental organizations in the national machinery is contributing to a successful transmission of information to all women.

190. Staff working in national machinery and women-in-development offices, whether in national or multinational agencies or non-governmental organizations, will be trained to understand existing policies and economic trends.

191. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNFPA, UNIFEM and the International Research and Training Institute for the Advancement of Women.

SUBPROGRAMME 7.4. COORDINATING A SYSTEM-WIDE APPROACH TO WOMEN IN SUSTAINABLE DEVELOPMENT

(a) Intergovernmental objectives

192. The intergovernmental objectives for subprogrmme 7.4 are:

(a) To provide guidance for the coordination of system-wide approaches to women and sustainable development;

(b) To review the effectiveness of coordination, particularly in implementing the system-wide plan and in the 1999 World Survey on the Role of Women in Development.

(b) Objectives of the United Nations system of organizations

193. The objectives of the United Nations system are:

(a) To improve coordination among international development assistance organizations in programmes dealing with the environment, the advancement of women and development policies, in particular in view of Agenda 21, set by the United Nations Conference on Environment and Development (see subparagraph 6(g) above);

(b) To complete the monitoring of the implementation of the system-wide medium-term plan for the period 1996-2001;

(c) To incorporate women in new international development and environment strategies;

(d) To strengthen the work of the Commission on the Status of Women, the Committee on the Elimination of Discrimination against Women and the International Research and Training Institute for the Advancement of Women.

(c) Strategy

194. Regular interagency meetings will continue to be held, under the auspices of the Administrative Committee on Co-ordination, in conjunction with sessions of the Commission on the Status of Women. These meetings will, inter alia, review the activities relating to women and development of other

subsidiary bodies of the Administrative Committee on Co-ordination, such as the Subcommittee on Nutrition, the Task Force on Rural Development, the Task Force on Science and Technology for Development, the Intersecretariat Group for Water Resources and the Inter-Agency Group on New and Renewable Sources of Energy.

195. The implementation of Agenda 21, in particular chapter 24, "Global action for women towards sustainable and equitable development", g/ will be monitored. The implementation of the system-wide plan will be regularly monitored, and reports will be submitted to the Commission on the Status of Women as part of the overall monitoring of the Nairobi Forward-looking Strategies.

196. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Department of Public Information, Division for the Advancement of Women, ECE, ESCAP, ECLAC, ESCWA, United Nations Centre for Human Settlements (Habitat), UNEP), UNCTAD, UNDP, FAO and ITC.

Notes

a/ United Nations Development Programme, Human Development Report 1991 (New York, Oxford University Press, 1991), chap. I. p.13.

b/ United Nations, Treaty Series, vol. 75, Nos. 970-973.

c/ See International Committee of the Red Cross, Protocols additional to the Geneva Conventions of 12 August 1949 (Geneva, 1977).

d/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

e/ United Nations publication, Sales No. E.90.XVII.3.

f/ See report of the Second United Nations Conference on the Least Developed Countries, Paris, 3-14 September 1990 (A/CONF.147/18).

g/ See A/CONF.151/26, vol. III. See also the footnote to subparagraph 6(g) above.

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MONITORING THE IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

Situation of Palestinian women in the occupied territory

Note by the Secretary-General

The Secretary-General has the honour to present to the Commission on the Status of Women the annexed report, prepared in pursuance of Economic and Social Council resolution 1992/16.

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*E/CN.6/1993/1.

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Annex

REPORT PREPARED BY THE CENTRE FOR SOCIAL DEVELOPMENT AND HUMANITRIAN AFFAIRS

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INTRODUCTION

1. In its resolution 1992/16, the Economic and Social Council requested the Secretary-General to submit to the Commission on the Status of Women at its thirty-seventh session, using all available sources, a report on the situation of Palestinian women and children in the occupied Palestinian territory and in the refugee camps.

2. Reports on the subject have been submitted regularly to the Commission. The last (E/CN.6/1990/10) was submitted to the Commission at its thirty-fourth session and was based on the findings of a mission of experts sent by the Secretary-General to Jordan and the Syrian Arab Republic to investigate the condition of Palestinian women and children. That report examined the extent to which effect had been given to the recommendations made by the Secretary-General in preceding reports. When, however, plans were accordingly made to send a consultant to the occupied territories, in accordance with Council resolution 1991/19, the Government of Israel, through its Permanent Representative to the United Nations Office at Vienna, replied on 20 August 1991 as follows:

> "The Permanent Representative of Israel refers to his note dated 13 November 1990 and would like again to emphasize the fact that the above-mentioned resolution contains already conclusions concerning the situation in the territories, which makes - in the opinion of Israel - an additional investigation completely unnecessary." (See E/CN.6/1992/6, para. 3.)

3. The Secretary-General, in his note to the Commission on the Status of Women at its thirty-sixth session, stated that, in the absence of an appropriate means of acquiring the information required by Council resolution 1991/19 of 30 May 1991, he was not in a position to provide a report (E/CN.6/1992/6, para. 4).

4. Given the impossibility of visiting the occupied territory, the Council had given the Secretary-General the mandate to use all available sources in compiling this report on the Palestinian women and children in the occupied territory and in the refugee camps. The present report is therefore based on the findings of various documents published by the United Nations, as well as a number of publications from other sources. In it, the present situation of women in the critical areas of family life, economy and employment, education and health, with special attention to psychological well-being, is described. Political matters, as such, do not fall within the competence of the report. It is recognized, however, that the lives of Palestinian women in the occupied territory are profoundly affected by the complex political situation in the region. It is further recognized that all women are affected by the political consequences of the occupation.

I. SITUATION WITH RESPECT TO GENERAL LIVING CONDITIONS

5. It should be noted that the situation of Palestinian women in the occupied territory remains characterized by the state of military occupation, which has lasted now for twenty-six years. The tense situation, which has been heightened by the popular uprising (intifadah), now in its sixth year, has been further aggravated as a consequence of the establishment of Israeli settlements in the occupied territory and the massive and rapid extension of these settlements.

6. The lack of coordination between positive developments at the diplomatic level and the rigid pattern of Israeli occupation policies, which affect the daily life of Palestinians living in the occupied territory, has further contributed to heightening the tension. 1/

7. According to the information available, in the period between 9 December 1987 (commonly accepted as the day of the outbreak of the intifadah) and 30 September 1992, 75,225 Palestinians had been injured. A total of 17,080 of those injured - representing 22.7 per cent of the total - were women. Nearly all those injuries were caused by bullet wounds, beatings or the effects of tear-gas inhalation. Out of the 1,131 Palestinians killed during the same period in incidents involving the Israeli security forces, 82 were women (55 in the West Bank and 27 in Gaza), which represents 7.2 per cent of the total casualties.*

8. Along with the Palestinian men, many women were administratively detained without being charged during the intifadah, while many others were subjected to torture and various forms of harassment while in prison. Incidents have also been recorded of pregnant women being denied medical care. 2/

9. The imprisonment of women is generally considered unacceptable in the traditional societies of the region. Moreover, in traditional Palestinian society, women remain totally responsible for the care of children, as well as for the private sphere of the home. The imprisonment of women is therefore more distressful to the family than the imprisonment of its male members.

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*The figures for fatalities do not include killings of alleged collaborators (United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), October 1992).

10. The situation of Palestinian children in the occupied territory has deteriorated considerably in recent years. According to the data available from the beginning of the intifadah to the end of September 1992, a total of 26,527 children under the age of 15 - representing 35.2 per cent of the total injuried - were injured in clashes involving the Israeli security forces. A total of 180 children under the age of 15 - representing nearly 16 per cent of the total - were among those killed in clashes between Palestinians and Israeli security forces.* According to several reports, detainees, including women and minors, have continued to be subjected to various forms of ill-treatment, both physical and psychological. 3/

11. Moreover, children in the occupied territory are exposed to severe psychological stress: they live under the constant threat of violence, are often separated from one of their parents because that parent has been deported or imprisoned, they may be witnesses to the forced deportation of parents and relatives, as well as to the beating and arrest of family members, and they suffer from the prolonged curfews and closure of their schools.

12. The exercise of family rights and customs has also been impeded by family reunification laws that have led to the deportation of husband or wife and children and denial of their right to return on a permanent basis, and in some cases, denial of registration for the children. Although the family reunification laws do not discriminate against women per se, they are detrimental to family life, and particularly to the lives of the children of marriages affected by these laws, who are denied registration in the occupied territory.

13. An analysis of population data over a number of years shows that the male-to-female ratio has been increasing since the occupation, particularly in recent years. The number of males for every 1,000 females increased from 985 in 1967 to 1,014 in 1989. This increase is mainly due to the growth in the male population group between 25 and 34 years of age, which rose from 9.7 per cent of the population in 1967 to over 15 per cent in 1989. 4/ A plausible explanation could be an increase in the return migration of adult male Palestinians to the West Bank and the Gaza Strip from the other countries in the region.

14. In recent years there has been a further deterioration of the economy of the occupied territory. The continuing state of military occupation makes it impossible for an economy to function in a healthy manner. 5/ The economy of the occupied territory remains precarious and overdependent on that of Israel. The security measures, including frequent curfews, travel restrictions and other constraints imposed by the occupying authorities as a response to the intifadah have had - and continue to have - serious repercussions for the workers of territories. Unemployment and underemployment in the occupied territory have reached alarming proportions. 6/ Moreover, collective punishment measures such as the uprooting of trees and crops and confiscation of land have significantly contributed to the poor economic performance of the occupied territory. 7/

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*The figures for fatalities do not include killings of alleged collaborators (United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), October 1992).

15. In the aftermath of the Persian Gulf war the territory was, in addition, deprived of the considerable income that had been hitherto available from remittances sent by Palestinians working in the Persian Gulf States.

16. The above factors have significantly contributed to the decline in the living standards of Palestinian families. The latest data available indicate that the population registered as refugees accounted for approximately one third of the population in the West Bank and two thirds of the population in the Gaza Strip. Out of the registered refugee population, 26.3 per cent lived in camps in the West Bank and 55 per cent lived in camps in Gaza. 8/ The spread of poverty has had - and continues to have - serious repercussions on the Palestinian family (see section II below).

17. In recent years, there has been a parallel growth in the occupied territory, particularly in Gaza, of fundamentalist movements. There is evidence that a relationship exists between poverty and fundamentalism and that, living in an atmosphere of constant violence and economic hardship, the Palestinians have seen fundamentalism as an effective means of recovering their cultural identity - in the narrow sense of the word - and using it to oppose the occupation. In effect, the rise of fundamentalism is a manifestation of the radicalization of the protests of the Palestinians against 25 years of occupation. It is beyond dispute that the tight security measures taken by the occupying power as a response to the intifadah have contributed to both the spread of poverty and the restriction of movement among the Palestinians. Specific measures, such as the prolonged closure of institutions of higher learning, have directly led to a substantial restriction of the opportunities for women as well as curtailment of their movements, which have contributed to the spread of fundamentalism, manifested by the enhancement of the family's control over its female members.

18. There are, however, indications that the effects of fundamentalist movements on women has stabilized in the past year, owing to a number of interrelated socio-economic factors. First, the traditional paternalistic image of the family began to be eroded as its adult male members were subject to beatings and abuse by the occupation authorities, often in front of the entire family. Secondly, an alarmingly high rate of unemployment among the traditional male breadwinners compelled the family to accept women as wage-earners, particularly in the informal sector, in small-scale domestic enterprises. The reliance of the family on women's earnings has enabled these women to gain a certain degree of self-reliance and has led to an enhancement of their freedom of movement. These factors have helped to mitigate the effects of the spread of fundamentalist ideologies on women's lives. Moreover, the reopening of the educational institutions has also contributed to the breaking down of traditional constraints on women's mobility.

19. As things are, Palestinian women in the occupied territory are experiencing considerable hardship in all spheres of life - family, education, health, economy and employment. Out of their efforts to cope with the situation a new role for women has emerged. The increased participation of women, particularly in the economic sphere, has led to profound changes in the nature of their role in society. Their society's perception of the role of women is itself in the throes of change. Only time can tell, however, how many of these changes will be permanent.

II. GENDER RELATIONS IN THE PALESTINIAN FAMILY

20. The lack of an internationally recognized central authority in the occupied territory leaves the family to bear the main responsibility of protection and support of its individual members. As a basic unit of society, Palestinian families in the occupied territories are profoundly influenced by the economic, political and social changes that affect their society. These transformations of the socio-economic fabric in turn influence the ability of the Palestinian family to provide support to its members.

21. The Palestinian family was traditionally hierarchical, with the father as the head figure and sole decision-maker. Women tended to occupy a relatively lower place in the hierarchy, their contribution to the family stemming mainly from their reproductive capacity.

22. With the Israeli occupation of the West Bank and Gaza Strip in 1967, major changes started to take place in the patterns of social relations inside the Palestinian family. There was a shift in the society's sense of commitment from the needs of the family to the cause of the nation, which led to the development of a new and more democratic environment in the family. Moreover, with their loss of control over their land and water resources and marginalization of their economy, the Palestinians developed a strong commitment to education as the only means of ensuring a certain degree of economic security and began to encourage their daughters as well as their sons to pursue higher education. Education, discussed in more detail in the sections below, has been a significant force in the liberation of women from certain traditional constraints on mobility and segregation between the sexes.

23. Women have played a major role in the popular uprising of the Palestinians against the Israeli occupation. In their role as the conservators of national heritage and culture, women have helped to create the necessary social preconditions for the intifadah by instilling in their children respect for their culture and knowledge of their history. The widespread participation of women in the intifadah side by side with men has resulted in their assumption of new public roles and responsibilities. In addition to their roles as mothers, wives and daughters, women have become heads of households, main income-earners and teachers, as well as social and political activists.

24. According to the data available, among the registered refugee population in 1992, 30.6 per cent of the families in the West Bank and 20.1 per cent of the families in Gaza were headed by a woman. Moreover, in 22 per cent of the families that qualify for the "special hardship" programme in the occupied territory, the head of the household is a woman, usually a widow or divorcee with dependent children. 9/ These estimates are relatively high for a region where, according to official census figures, about 16-19 per cent of the households are headed by a woman. 10/

25. In both the region in general and in the occupied territory in particular, however, estimates of households headed by females are, in practice, much higher, for cultural reasons and because of the gap between the actual and legal definitions of the "headship" of the household. Moreover, in Middle Eastern societies, many women deliberately conceal the fact that they are the head of the household in an attempt to protect themselves from the law and the customary practices of society.

26. In the occupied territory, in the majority of the other families where the registered head is a male, the burden of ensuring survival in practice

falls on a woman, particularly where the head of the household is imprisoned (8.4 per cent of the "special hardship" cases) or suffers from a disabling injury or illness (29 per cent of the cases). 11/

27. It has been noted that, after the first six months of the intifadah, which were characterized by spontaneous popular uprisings, often involving the participation of entire camps, villages or towns, the direct participation rate of women began to decline. Studies on segments of the Palestinian population by sex and age indicate, however, that the direct participation rate could be a function of age, social background or geographical location. The responsiveness of men over the age of 40 to direct participation in the intifadah, for example, was found in a study to be less than that of females, who are mostly students below the age of 18. 12/

28. Nevertheless, in recent years changes have occurred in the socio-economic structure that have influenced gender relations within the Palestinian family. With the spread of poverty, the household size has increased as deteriorating economic performance has compelled young couples to move in with their extended families in an attempt to save money. Simultaneously, the prolonged closure of educational institutions, particularly those of higher education, has considerably curtailed the movement of women. Moreover, the presence of men and children inside the house for longer periods owing to travel restrictions and frequent curfews has increased the amount of housework women are expected to perform. As a result, the family as a unit has begun to increase its authority over its members, especially its female members.

29. In recent years, women have begun to marry at an earlier age. The high fertility rate, particularly among young women, is a reflection of the general perception that having more Palestinian children would ensure the continuity of the nation. The tendency of young women to marry early, however, and to have more children does not seem merely to be a cultural choice of the Palestinians. Poverty correlates with lower levels of education and a higher rate of childbirth. The measures taken by the Israeli authorities as a response to the intifadah have contributed significantly to the spread of poverty. Living in an atmosphere characterized by violence, always fiercely protective of their women's honour, the members of the family see marriage as the only "safe" option for their young women.

30. It is too early to say whether early marriages are the norm in Palestinian families in the occupied territory, or whether they have been encouraged by the family, because of the prolonged closure of schools and universities in an atmosphere of continued violence, as an interim, "safe" option for young women. But the recent trend of early marriages and high fertility, if continued as an established pattern, is bound to have serious implications for the women's movement by imposing considerable restrictions on educational opportunities, especially the attainment of higher education, and on the mobility of women. There are indications, however, that the reopening of all educational institutions, particularly institutions of higher education, could lead to an improvement in the situation of women (see section IV below).

31. Moreover, economic necessity has increased the extended family's dependence on women for financial support, since it is not possible to rely solely on the traditional male breadwinner, who is often unemployed, has been imprisoned or, in some cases, deported, or is suffering from a disabling injury or illness. Traditional family-based income, mostly controlled by women, has become an indispensable source of income for the Palestinian family. Home-based

economies, such as the cultivation of vegetable gardens and cottage industries, have also been encouraged in Palestinian society as part of the attempt to boycott goods from Israel.

32. On the subject of family reunification, a particularly acute problem has arisen in recent years in cases of marriages entered into by male residents of the West Bank with women, mainly from Jordan, who had applied for residence and were permitted to live in the West Bank only on short-term renewable visitors' permits. Under a new military order introduced in 1987, if the father is a legal resident but not the mother, then a child of the union, born in the West Bank, cannot be registered as a resident and is denied the right to remain as a permanent resident of the West Bank. The wives and children of these marriages have little scope for legal recourse. The enforced deportations by the Israeli military authorities of those women and their children - in 1989 totalling approximately 200 people, mainly women and children - created a climate of considerable stress and uncertainty for their families. 13/

33. Although the Israeli military orders that govern family reunification do not formally discriminate against women, they nevertheless have a serious detrimental effect on family life and have put the women of these marriages under considerable psychological pressure. In the traditional Palestinian society, the wife, on marriage, is expected to move to her husband's residence, but the new order has, in effect, deprived these women of a minimum stability in which they could live out their marriages and raise their children. Israeli authorities continue their policy of deportation 14/ in contravention of article 49 of the Geneva Convention relative to the Protection of Civilian Persons in Time of War, of 12 August 1949. 15/

34. Almost all Palestinian families have been affected directly by measures taken by the Israeli authorities in response to the popular uprising. Apart from physical suffering, Palestinian families in the occupied territory have undergone considerable psychological stress, particularly during the last five years (see section V below). The long-term psychological impact of the continuous exposure of children to violence cannot be predicted with certainty. It is certain, however, that this lack of a normal childhood will influence them for the rest of their lives. During the prolonged closure of schools and curfews, which lasted several days in a row, the children expressed their fear and aggression inside the house. While both male and female members of the family suffered, the women were subjected to much greater stress. They not only had to assume additional domestic and economic responsibilities to ensure a minimum level of subsistence for their families but also had to educate their children in an attempt to compensate for the closed classrooms and at the same time take care of family members who had been injured.

III. ECONOMY AND EMPLOYMENT

35. The latest data show that, in 1989, women accounted for 49.7 per cent of the Palestinian population in the occupied territory. 16/

36. Participation by females in the labour force has been low compared with male participation, particularly in the Gaza Strip. An analysis of employment data over a number of years indicates, however, that the Israeli occupation has had a negative effect on the participation rate of women in the labour force. In the West Bank, the rate fell from its peak of 14.3 per cent in 1974 to 12 per cent in 1987, to approximately 10 per cent in 1990. Figures for the

Gaza Strip reveal a steady decline in the female participation rate, from 6.4 per cent in 1968, to 4.6 per cent in 1974, to 4.2 per cent in 1987, declining to less than 2 per cent in 1990. The male participation rate was over 90 per cent in 1990. 17/

37. The Israeli occupation and the resultant economic decline had a particularly detrimental effect on female participation in the labour force in the industrial sector. After the Israeli occupation, the percentage of female workers in industry declined sharply, from 24.8 per cent of the West Bank residents employed in industry in 1970 to 11 per cent in 1980 and from 8.9 per cent in 1987 to 6.2 per cent in 1990. Similarly, in Gaza, the female labour force in industry declined from 17.4 per cent of all residents of the Gaza Strip employed in industry in 1970 to 8.9 per cent in 1980 and from 2.7 per cent in 1987 to almost nothing in 1990. The industrial sector, albeit small, is currently almost totally dominated by a male labour force. 18/

38. Although there is a cultural factor behind the low participation by females in the labour force, particularly in the Gaza Strip, it is not in itself a sufficient explanation. Deteriorating economic conditions and demographic factors have also contributed to the relatively low female participation rate in the occupied territory. In conditions of rising unemployment (currently estimated at 40 per cent of the registered workforce in the Gaza Strip, for example), women find themselves in a particularly vulnerable position where employment is concerned. Either they lose their jobs because they have been employed in enterprises that cannot survive the loss of purchasing power in the community, or they are put under pressure to make way for male job-seekers. Particularly during the past five years, a large number of males have lost their jobs in Israel as a result of the additional security measures taken by the Israeli authorities. These males have usually sought employment in the occupied territories, reducing the opportunities open to female labour.

39. There are indications that the traditionally weak integration of women into the productive sectors of the economy, particularly in the industrial sector, is in the process of change. As discussed in section IV below, there is a growing trend for women to enrol in industry-related vocational training programmes, including courses in commerce, computer science and electronics. These women, upon graduation, will have an important role to play in meeting future labour demands in the productive sectors of an independent Palestinian economy. It should also be recognized, however, that overall female enrolment in vocational training and the enrolment of women in university technical courses, such as engineering and management, remain relatively low.

40. The integration of women, particularly among the poor and refugee population, may largely be shaped by the economic changes that have evolved as a result of the intifadah. As the domestic economies of the occupied territory have declined to a subsistence level, alternative economic activities have been created (for example home production, sharing and unofficial markets), in which women play a key role.

41. As employees of small firms and subcontracted industries inside the occupied territories, women are, at present, more exposed to the production and marketing process: they are learning how to adapt their products to local markets and are learning new skills in industries in which they have traditionally been employed, such as animal husbandry and horticulture. Through their involvement in the domestic small-scale industries, women are, in fact,

restructuring the domestic production base and helping to build self-reliance in their domestic economy. These income-generating women's projects have particularly benefited from the popular boycotts of Israeli goods and the corresponding rise in demand for locally manufactured products.

42. The availability of credit facilities, albeit limited, from several international sources, has also helped the small-scale industries that are run by women. The Palestine Women's Initiative Fund of the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), which began its operations in 1992, finances group schemes, including a pilot business centre in Nablus to serve as a marketing and distribution centre for women's enterprises in the area; a cooperative in Aqabat Jabr, in the training phase where women are being taught business skills to enable them to select and set up an enterprise with potentially good economic viability; workshops at three centres in Gaza for household maintenance; and a library run by the women of Khan Yunis for their community. 19/ Women are also eligible for loans under the income-generation programme, under the auspices of UNRWA.

43. Women's participation in the generation of alternative sources of income, albeit at a subsistence level, has enabled them to gain a certain degree of self-reliance. As mentioned above (see section I) the reliance of the extended family on women's earnings during this time of economic hardship has resulted in a greater degree of freedom of movement for women than would have otherwise been possible in the presence of fundamentalism.

44. The women's commitment to enhancing their living standards is evidenced by the sharp increase in women's programmes in the occupied territory and refugee camps over the years (see table), where refugee camps in Jordan and the Syrian Arab Republic account for the majority of the participants and most of the centres. The West Bank and Gaza area accounted for 25 centres out of the Agency-wide figure of 65, and 2,494 participants out of the Agency-wide total of 9,143. In order to transform these initial and relatively modest efforts of women to generate alternate sources of income into sustainable businesses, however, intensive training in management and marketing is needed, as well as further training of the workers in technical skills. 20/

Participation in UNRWA women's programmes, 1967-1992 a/

Participation	1967	1975	1985	1988	1990	1991	1992
Number of centres	49	47	47	47	49	58	65
Number of participants	2 057	1 345	1 450	1 516	3 526	5 818	9 143

Source: United Nations Relief and Works Agency for Palestine Refugees in the Near East, 1992.

a/ Agency-wide.

45. Many Palestinian initiatives could not, however, achieve their aims, owing to the administrative obstacles placed in their way by the Israeli

authorities. 21/ In addition to Israeli Government control over land and water, Israeli policies include restrictions on trade and the protection of Israeli industries, licensing and institutionalized credit.

IV. EDUCATION

46. As noted earlier, since the occupation in 1967, Palestinians have regarded education as their only means of obtaining a certain measure of income security. Because of the correlation of education with better employment opportunities and higher living standards, Palestinians have traditionally encouraged their children to pursue higher education and training. Education has contributed significantly to liberating women from traditional constraints on mobility and segregation of the sexes.

47. The majority (60 per cent) of the schools in the occupied territory are managed by the Israeli authorities. Palestinian children also receive formal education through institutions managed by UNRWA and private organizations. 22/ These institutions include kindergarten schools, elementary schools, preparatory schools and post-primary schools.

48. Over the period in question, schools have been closed for long periods, especially in the West Bank, by order of the Israeli military authorities. While no general closure order has been issued in Gaza, pupils have still, on average, lost approximately one third of their school days because of curfews, military closures, general strikes and disturbances.

49. This serious disruption of education has left considerable gaps in the knowledge of pupils at all levels, regardless of age and sex. An analysis of achievement tests administered by UNRWA staff to assess the effect of the interruption of education and school closure on pupils in the school year 1991/92 revealed that all students, but particularly those in the lower grades, were affected detrimentally. 23/

50. In recent years, there has been a steady increase in the number of female pupils at all levels of education. These figures, however, must be compared with regional data in order to assess accurately the situation of women's education in the occupied territory. In 1992, female pupils represented 49 per cent of the total pupils enrolled in all first-level educational institutions, covering the age range 6-14 years. 24/

51. In 1989, the percentage of females in total secondary enrolment in the West Bank (44 per cent) was higher than that of the Arab region as a whole (41 per cent). In Qatar, Israel and the United Arab Emirates, women accounted for half of the total secondary school enrolment. 25/ Taking into account the disruption of the educational system caused by the intifadah and the response thereto of the Israeli authorities, it seems logical to infer that the female enrolment figures would probably be higher were the general conditions in the occupied territory more conducive to the functioning of a healthy education system.

52. The disruption of education, especially at the higher levels, regardless of gender, is reflected in official statistics. According to the Israeli Statistical Abstract, 1991, in 1986, the year before the intifadah, 6.4 per cent of the women (16.3 per cent of the men) in Gaza and 7.1 per cent of the women (14.2 per cent of the men) in the West Bank had 13 or more years of

schooling. In spite of an annual population growth rate of more than 3 per cent, the enrolment numbers had fallen by 1989 to 4.9 per cent of the women (12.5 per cent of the men) in Gaza and to 6.2 per cent of the women (12.3 per cent of the men) in the West Bank. 26/

53. All Palestinian universities were closed officially by order of the Israeli authorities from early 1988. The closure of the universities lasted much longer than that of the schools. The six universities in the occupied territory were allowed to open by stages, starting from mid 1990. Bir Zeit University in the West Bank was allowed to reopen after four and a half years of closure, at the end of April 1992. The closure of universities and other educational institutions for that length of time would be contrary to article 26, paragraph 1, of the Universal Declaration of Human Rights (General Assembly resolution 217 A (III)), in which the right of everyone to education is affirmed.

54. The latest figures available (for 1987) indicate that 39 per cent of the students enrolled in the West Bank universities were women. 27/ These figures are roughly equivalent to the average female university enrolment ratio of the Arab countries in the region, although there are many countries whose female university enrolment ratio exceeds 50 per cent: in Kuwait and the United Arab Emirates, for example, 65 per cent of the students enrolled at universities in 1988 were women. At 50 per cent, the female enrolment rate in Israeli universities remains higher than that of the occupied territory, but low compared with some Arab States in the region. 27/

55. The relatively low level of female enrolment at institutions of higher learning, including universities, in the occupied territory (compared with Israel) is largely due to socio-economic factors, and particularly the extent to which the Governments are willing or able to invest in the human resources of their peoples. In 1987, Israel's total educational expenditure was 9.2 per cent of total government expenditure. Jordan devoted 13 per cent of its total government expenditure to education in 1985. For Kuwait, the proportion of government expenditure on education was 12.1 per cent, and for the Arab region as a whole it was, on average, 6.3 per cent in 1989. 28/

56. Even before the beginning of the intifadah, Palestinian educational institutions were experiencing a number of difficulties. Material deficiencies have always been a great problem. The quality of teaching has seriously suffered owing to overcrowded classes, the decrepit state of the existing buildings, inadequate library and laboratory facilities, and underpayment of teachers.

57. Overcrowding in schools has been identified as a critical problem: in Gaza, 70 per cent and in the West Bank 46 per cent of the classes in schools managed by UNRWA were operated in double shifts in 1991/92. The construction of new schools is said to have been delayed by lengthy administrative procedures on the part of the Israeli authorities. 29/

58. An increasing number of Palestinian women in the occupied territory have enrolled in recent years in departments that were traditionally male-dominated. Data indicates that, in 1989, 31 per cent of the women were enrolled in scientific and technical departments at universities in the occupied territory. In hard-core technical fields such as engineering, however, the percentage of female enrolment was still relatively low, at 20 per cent. Against that, women comprised 48 per cent of the students enrolled in the arts faculties and 40 per cent of those enrolled in education. 30/

59. The enrolment of women in the UNRWA vocational training centres also reflects the trend for women to study traditionally male-dominated subjects: during the academic year 1991/92, 43.5 per cent of the female vocational trainees were studying subjects traditionally reserved for men, including courses in technical and commercial subjects, electronics, computer science and paramedical work. These women, upon completion of their training, would qualify for jobs in architectural draughting and as quantity surveyors, as land surveyors, mechanical engineering technicians and assistant pharmacists. The enrolment of women in mechanical, metal, electrical and building trade-oriented courses, however, was still low, at 13.4 per cent. 31/

60. All institutions of higher learning in the West Bank, including training centres, were closed by military order from early in the intifadah until the spring of 1990. The training centres have continued to be disrupted for the past two years - particularly during the Persian Gulf crisis - by curfews, disturbances and strikes. Training centres in Gaza had lost 20 per cent of teaching days during this period. 19/

61. In a general atmosphere characterized by tension and violence, the prolonged closure of schools has added to the feelings of insecurity and fear, particularly among children. Not having regular schooling, children have had to play in the streets, which has exposed them to considerable violence. In Gaza, schools experienced major disruptions as recently as May 1992 from incursions of Israeli settlers and security forces into school compounds and subsequent curfews. 32/

62. During this period, women have contributed to "underground teaching" and clandestine education. Pupils have studied in mosques and other private locations and have achieved an attendance rate of approximately 95 per cent for both boys and girls. Most of the teaching in private locations was done by women - mothers or volunteer teachers.

V. HEALTH AND PSYCHOLOGICAL WELL-BEING

63. Health conditions have been affected by the five years of continuous tension in the occupied territory, particularly in terms of psychological well-being.

64. The atmosphere of constant mourning has also added to the stresses in the family. Many women have lost children, husbands or other close family members. Some have been detained, while others have forfeited their property. Given the precarious health services in the occupied territory, living with their extended families in overcrowded rooms, women suffer from a general lack of nutrition, health care and proper hygienic standards.

65. Inadequate sanitation, nutrition and water supply, insufficient access to medical facilities and the high cost of medical care provided by the Israeli authorities continue to contribute to poor health conditions in the occupied territory. In the Gaza Strip, for example, although the population has increased by at least 70 per cent since the occupation, the ratio of beds to population had fallen to a level of 1.3 per 1,000 in 1989 from 2.4 per 1,000 before the occupation. 33/

66. In the Gaza Strip, salinization and the depletion of water resources by over-drilling, including drilling done in Israel, have reached a dangerous

level. Salinization is also a growing problem in the West Bank. The latest figures indicate that Palestinians in the West Bank were granted access to an average of 150 cubic metres per person, while Israeli settlers in the West Bank received an average of 2,000 cubic metres per person. 34/

67. Pregnant women and children were badly affected by the prolonged curfew and emergency regulations in the aftermath of the Persian Gulf crisis, when telecommunication lines would often be interrupted or cut and special permits had to be obtained for ambulances during curfews, leading to general delays in transporting patients to hospitals. 35/ The curfews and worsening economic conditions in the occupied territories have led to a substantial fall in income, giving rise to nutritional problems, including iron-deficiency anaemia, which particularly affects women of reproductive age and children under three years old. 36/

68. Fertility-related factors and short intervals between births are the main cause of the remaining infant mortality and maternal ill-health and death. 19/ The population data suggest an average rate of population growth of 3.4 per cent over the period 1988-1990, the highest rates being registered in the Gaza Strip. 37/ The data indicates that the population growth is mainly due to natural increase. The reasons behind the high fertility rate, particularly among younger women, are discussed in section II above.

69. The frustrations, the emotional deprivation and the physical and psychological humiliation, as well as the destruction of the paternal image, have been found to cause severe psychological stress to children and adolescents. 38/ These factors have resulted in a significant increase in psychopathology, such as personality disorders and delinquency, which, in addition to personal psychological disturbances, also have a feedback effect on the entire family, leading to disturbances of relationships within the family. These disturbances place additional stress on the mother, since, traditionally, it is she who is responsible for the household.

70. One form of psychopathology is the increase of physical and verbal forms of violence in young adolescents. This is manifested by the rise in intransigence among children and young adolescents accompanied by symptoms of psychopathology, such as depression, loss of sleep, loss of appetite and loss of concentration. Few children have escaped physical or psychological abuse by Israeli soldiers. Their fear of being abused by Israeli soldiers were reflected in the results of a study conducted in 1990 in the occupied territory, which indicates that nearly half of the Palestinian children sampled were terrified of Israeli soldiers, and more than one fourth said that they were afraid to leave the house. Boys seem to be relatively more prone to aggressive behaviour than girls. 39/

71. The United Nations and international non-governmental organizations are attempting to deal with the issue of mental health care in the occupied territories. A joint WHO/UNRWA Mental Health Programme, for example, was begun in May 1991 in the West Bank. In resolution WHA 45.26, entitled "Health conditions of the Arab population in the occupied Arab territories, including Palestine", adopted by the forty-fifth World Health Assembly on 14 May 1992, deep concern was expressed at the Israeli refusal to permit the Special Committee of Experts to visit the occupied territories.

Notes

1/ See the report of the Special Committee to Investigate Israeli Practices Affecting Human Rights of the Population of the Occupied Territories (A/43/694), para. 610.

2/ "Workshop I: Development of Palestinian women's movements in Palestine" (NGO/IMQP/VII/16 pp. 2-3), and "Report on Workshop I: Women" (NGO/IMQP/VII/25, p. 3), papers submitted to the Seventh United Nations International NGO Meeting on the Question of Palestine, held at the Palais des Nations, Geneva, from 29 to 31 August 1990.

3/ United Nations Secretariat, Division for Palestinian Rights, Bulletin, vol. XIV, No. 10/11 (October/November 1991), p. 12.

4/ Statistical Abstract of Israel, 1991, No. 42 (Central Bureau of Statistics, Jerusalem, 1991), table 27.2.

5/ See Living Conditions of the Palestinian People in the Occupied Territories (United Nations, Department of Public Information, 1988), pp. 3 and 13.

6/ International Labour Office, Report of the Director-General, Appendices (vol. 2), International Labour Conference, 79th session, Geneva, 1992, pp. 8 and 20.

7/ Question of Palestine, 1979-1990 (United Nations Secretariat, July 1991), p. 37.

8/ United Nations Relief and Works Agency for Palestine Refugees in the Near East, June 1992.

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11/ United Nations Relief and Works Agency for Palestine Refugees in the Near East, October 1992.

12/ Islah Jad, "Patterns of relations within the Palestinian family after the intifadah", in Gender in the Intifada, mimeographed version, 1991.

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14/ United States of America, Department of State, "Country report on human rights practices for 1991", submitted to the Committee on Foreign Affairs, House of Representatives and the Committee on Foreign Relations, United States Senate (Washington, D.C., Government Printing Office, 1992) p. 1443.

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16/ Statistical Abstract of Israel, 1991, No. 42 (Jerusalem, Central Bureau of Statistics, 1991), table 27.3.

17/ International Labour Office, Report of the Director-General, Appendices (vol. 2), International Labour Conference, 79th session, Geneva, 1992, p. 14; Statistical Abstract of Israel, 1988, No. 39 (Jerusalem, Central Bureau of Statistics, 1988), table XXVII/25; and Palestinian Liberation Organization, Palestinian Statistical Abstract, 1980 (Damascus, Palestine National Fund, Central Bureau of Statistics, 1980).

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19/ United Nations Relief and Works Agency for Palestine Refugees in the Near East, July 1992.

20/ United Nations Relief and Works Agency for Palestine Refugees in the Near East, Department of Relief and Social Services, "Palestinian Women's Initiative Fund: progress report on projects funded by the Canadian Development Agency", 30 June 1992; and Amal Abu Daqqa and others, "Evaluation of women's income-generating projects in the Gaza Strip", sponsored by Save the Children and Shu'un il Ma'ra, Gaza, July 1992.

21/ "Assistance to the Palestinian people: recent economic developments in the occupied Palestinian territory", report by the United Nations Conference on Trade and Development secretariat to the Trade and Development Board at its thirty-eighth session (TD/B/1305).

22/ Statistical Abstract of Israel, 1991, No. 42 (Jerusalem, Central Bureau of Statistics, 1991), tables 24.47 and 24.48.

23/ Official Records of the General Assembly, Forty-seventh Session, Supplement No. 13 (A/47/13), chap. VI, sect. A, para. 70.

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27/ United Nations Educational, Scientific and Cultural Organization, Statistical Yearbook, 1991 (Paris, 1991), table 3.11.

28/ Ibid., table 4.1.

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33/ Robert Giel and others, "Needs assessment in respect of emergency medical care in UNRWA clinics and non-governmental hospitals of the West Bank and Gaza", World Health Organization short-term consultancy report, 30 April-20 May 1989, chap. 5, para. 5.2.

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37/ Ibid., p. 23.

38/ Ahmad M. Baker, "The psychological impact of the intifada on Palestinian children in the occupied West Bank and Gaza: an exploratory study", paper presented at the 1990 annual meeting of the American Orthopsychiatric Association, Miami Beach, Florida (American Orthopsychiatric Association, Inc., 1990); and United Nations Relief and Works Agency for Palestine Refugees in the Near East, "Annual report of the Director of Health, 1991", pp. 67-68.

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MONITORING THE IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

Women and children living under apartheid

Report of the Secretary-General

Summary

In its resolution 1992/15 of 30 July 1992, entitled "Women and children under apartheid", the Economic and Social Council requested the Secretary-General to submit to the Commission on the Status of Women at its thirty-seventh session a report on the implementation of the above resolution. In view of the lack of updated information on underlying economic and social changes, the report only supplies information considered to be more recent than that presented in the previous report of the Secretary-General (E/CN.6/1991/8) on the theme.

*E/CN.6/1993/1.

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INTRODUCTION

1. In its resolution 1992/15, entitled "Women and children under apartheid", the Economic and Social Council, recognizing "that the equality of women and men cannot be achieved without the success of the struggle towards a united, non-racist, non-sexist and democratic South Africa", requested the Secretary-General to submit to the Commission on the Status of Women at its thirty-seventh session a report on the implementation of the above-mentioned resolution.

2. The Commission on the Status of Women, at its thirty-fifth session, had discussed a comprehensive report of the Secretary-General (E/CN.6/1991/8), prepared in accordance with Economic and Social Council resolution 1990/13, concerning the implementation and monitoring of the Nairobi Forward-looking Strategies for the Advancement of Women 1/ in relation to women and children living under apartheid.

3. The Economic and Social Council, in its resolution 1991/20 of 30 May 1991 entitled "Women and children under apartheid", did not request that a report be prepared, although it did decide that the Commission on the Status of Women should remain seized of the issue.

4. The situation of women in a post-apartheid society is one of the most important issues currently under discussion. In his report to the Security Council on the question of South Africa (S/25004) of 22 December 1992, the Secretary-General stated that:

> "One aspect of democratization which should not be overlooked is the need to bring the country's women into the political process as full partners. Political violence, intimidation, poverty and dislocation of families and communities are among the factors currently preventing their full participation. Future democracy, reconciliation and development in South Africa cannot take place without the contribution of all its people." (S/25004, para. 86)

5. The present report describes briefly legal, social and economic developments, conditions and actions taken by United Nations organizations and the international community to provide measures of assistance to women and children under apartheid since the presentation of the last report. It is based largely on the information gathered from bodies and specialized agencies of the United Nations system and non-governmental organizations dealing with the issue of apartheid, as well as information obtained from published reports.

I. LEGAL SITUATION

6. The Government of South Africa signed the following treaties on 29 January 1993: the Convention on the Political Rights of Women (General Assembly resolution 640 (VII), annex); the Convention on the Nationality of Married Women (General Assembly resolution 1040 (XI), annex); the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180, annex); the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (General Assembly resolution 39/46 annex); and the Convention on the Rights of the Child (General Assembly resolution 44/25, annex).

7. The Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (General Assembly resolution 1763 A (XVII), annex) was also acceded to by the Government of South Africa on the same date.

II. SOCIAL AND ECONOMIC SITUATION

8. Women in South Africa continue to be subject to double discrimination on the basis of both race and gender. Women are discriminated against because of their racial and ethnic origins, and are further disadvantaged by living in a male-dominated and patriarchal society.

9. The practice of apartheid has confined the majority of women to impoverished homelands, with limited opportunities for employment and income-generation activities. The situation of women in urban areas is only marginally better. Largely because of their limited education and training, which stems from the cumulative effects of past and present racial discrimination in education and training, these women tend to be concentrated in unskilled and semi-skilled positions in the informal sector, which falls outside the purview of any labour legislation, and are thus the victims of considerable exploitation in terms of salary and working conditions.

10. South African women are subject to gender differentiation by type of job and level of occupation, as well as by type of occupation. The official statistics, 2/ which did not cover the bantustans, indicated that black women accounted for 36 per cent of the economically active population in 1990 and that their level of unemployment was almost double that of their male counterparts. Gender differences in types of occupation are evidenced by data indicating that black women are concentrated in the service sector, mainly as domestic assistants, nurses and teachers, but constitute a negligible proportion of the black workers in managerial and professional jobs. In 1989, women workers accounted for 40 per cent of the workers in managerial and executive jobs. If, however, the nursing and teaching positions are excluded, this figure falls to 19 per cent for all women and to only 2.6 per cent for black women. The proportion of middle-level occupations held by all women was 37 per cent in 1989, of which black women accounted for only 6.1 per cent. Black men tended to be predominately employed in mining, transport and construction, and in other skilled and semi-skilled occupations. This occupation segregation based on gender and race therefore significantly contributes to the wide discrepancy in wages among the different racial groups, as well as among the sexes within the different racial and ethnic groups.

11. Despite the allocation in the last budget of the Government of South Africa of increased funds to social services for the black population, substantial disparities remain in the different services available to the different racial groups. 3/

12. Disparities also persist in the Government's expenditure on education; although overall spending on education is to increase by 24 per cent in 1992-1993 and most of this increase is earmarked for the education of black children, the Government still devotes 35 per cent of its global education expenditure to white children. 4/ The crisis of black education has reached alarming proportions. It is estimated that one and a half million children of school-going age are not attending school. 5/ The crisis is affected by a severe shortage of basic materials and qualified teachers. 6/ In response to

the calls of the different organizations and parties for a unitary, non-racial system of education, the Government announced, in February 1992, further reforms whereby most white schools would opt for a semi-private status: the Government would be responsible only for teachers' salaries, while students' parents would finance maintenance and general administrative costs. Many South Africans have denounced this trend towards privatization as a new attempt at segregation. 7/ Children have also been exploited as agricultural labourers. 8/ Furthermore, children's education is adversely affected because they are sometimes forced to work during school hours particularly as agricultural labourers and in the informal sector in the urban areas and townships.

13. The stated intention of the Government since 1990 on the provision of primary health care has yet to result in an improvement in the health conditions of the majority of South Africans. 9/ Faced with a serious shortage of funds and the continued de facto segregation of most medical facilities, South Africa's social indicators, such as infant mortality rates, continue to rise, while nutritional problems worsen. 10/

14. Poverty is widespread among the majority of South African families. As many as 2.5 million South Africans cannot afford to pay for basic nutritional needs. 11/ Operation Hunger estimates that only 8 per cent of the rural black population are self-sufficient, while the majority rely on remittances from relatives working in the cities. 12/

15. Political violence has had - and continues to have - a significant negative impact on the physical and psychological well-being of all South Africans, particularly children. The violence has reached unprecedented and dramatic levels in the past two years. 13/ Two years after the repeal of the major apartheid laws, the impact of political changes, therefore, has not yet resulted in better living conditions for the majority of South Africans.

16. It should be borne in mind that even in a new, democratic and non-racial South Africa, the legacies of apartheid will not disappear overnight. It is hoped that a new constitution for a non-racial and democratic South Africa will lay the foundation for the emancipation of all South African women, which will be essential for building a new society.

III. ACTION TAKEN BY THE ORGANIZATIONS OF THE UNITED NATIONS SYSTEM AND THE INTERNATIONAL COMMUNITY TO PROVIDE MEASURES OF ASSISTANCE TO WOMEN LIVING UNDER APARTHEID IN SOUTH AFRICA

17. International concern with providing assistance to women living under apartheid is reflected in several United Nations declarations and resolutions. In its resolution 1992/15 of 30 July 1992, entitled "Women and children under apartheid", the Economic and Social Council appealed to "all countries and United Nations bodies, in conformity with General Assembly resolution 46/79 and in consultation with liberation movements, to increase their support for educational, health, vocational training and employment opportunities for women and children living under apartheid". It also requested "the Centre against Apartheid to widen and strengthen its cooperation with the Division for the Advancement of Women, with a view to creating specific programmes of assistance to South African women to enable them to participate fully in the process of transition of their country towards a non-racist democracy".

18. The resolve of the States Members of the United Nations to eradicate apartheid, including its negative consequences on women and children, is evidenced by the unanimous adoption by the General Assembly, in its resolution S-16/1 of 14 December 1989, of the Declaration on Apartheid and its Destructive Consequences in Southern Africa as well as subsequent resolutions adopted by the General Assembly.

19. The Secretary-General announced on 9 September 1992 his decision to deploy a United Nations observer mission in South Africa in implementation of the provisions of Security Council resolution 772 (1992). The Director of the Staff Administration and Training Division, Office of Human Resources Management, was appointed Chief of this mission. She took up her post on 23 September 1992. The mission's current deployment is weighted towards the Witswatersrand/Vaal and Natal/KwaZulu regions, where 70 per cent of the political violence occurs. 14/

20. The Secretary-General, in his report to the Security Council on the question of South Africa (S/25004) of 22 December 1992, strongly urged that special attention be given to the problem of violence and intimidation directed at women from a variety of sources, "especially in view of the crucial role women can play in maintaining cohesion and stability in their communities". 15/

21. At its forty-seventh session, the General Assembly took note of the third progress report of the Secretary-General (A/47/574) on the implementation of the Declaration on Apartheid and its Destructive Consequences in Southern Africa (General Assembly resolution S-16/1, annex), as well as the report of the Secretary-General on the coordinated approach by the United Nations system on questions relating to South Africa (A/47/559).

22. United Nations organs and specialized agencies have continued to monitor the evolving process in South Africa. A brief description of selected activities of some of these bodies is given below.

23. In 1991 and 1992, the Centre Against Apartheid of the Secretariat organized a number of conferences, round tables, seminars and consultations. These activities were undertaken in accordance with the programme of work of the Special Committee against Apartheid, as well as in cooperation with a number of non-governmental organizations and individuals involved in the current developments in South Africa.

24. Between November and December 1991, the United Nations Development Fund for Women (UNIFEM) funded a mission to South Africa to meet with women leaders of anti-apartheid organizations in Cape Town. The primary objective of the mission was to explore, at a grass-roots level, the issues and problems facing women at present and ways in which those issues could be successfully linked with the public policy debates currently taking place in South Africa. The project has resulted in plans to work with a number of women's organization based in South Africa to develop a suitable training model and materials that will help women to participate in public policy-making and development education.

25. The United Nations Population Fund sent a mission to South Africa to undertake a preliminary assessment of local activities and major actors in the population sector and of the potential to address future needs. The report of the Secretary-General (A/47/559) provides an extensive account of the status of population policies and activities in South Africa.

26. In December 1992, the United Nations Children's Fund (UNICEF) joined the Office of the United Nations High Commissioner for Refugees in South Africa - which has been carrying out organized voluntary repatriation and reintegration of South African refugees and exiles since 1991 - to assist in the reintegration of returnees, particularly women and children. UNICEF is facilitating the planning and implementation of a more systematic approach to the children's rights campaign, the translation into four major local languages of the Convention on the Rights of the Child and the Facts of Life booklet and their dissemination.

27. The Report of the Fact-Finding and Conciliation Commission on Freedom of Association concerning the Republic of South Africa (E/1992/70, annex), established by the International Labour Organisation (ILO), was noted by the Governing Body of ILO at its 253rd session in May 1992 and transmitted to the Economic and Social Council, which considered it at its substantive session in July 1992. The Council, inter alia, in its resolution 1992/12, requested the Secretary-General to invite the Government of South Africa to report, no later than 31 December 1992, on the measures that it had taken to give effect to the recommendations contained in the report, and thereafter at yearly intervals until the Council was satisfied that the recommendations had been implemented.

28. Other United Nations bodies as well as specialized agencies have also taken a coordinated approach to questions relating to South Africa. A detailed description of ongoing or planned activities of the United Nations system to assist women and children living under apartheid is given in the annex to the report of the Secretary-General on the coordinated approach by the United Nations system on questions relating to South Africa (A/47/559).

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ Special Report of the Director-General on the Application of the Declaration concerning Action Against Apartheid in South Africa submitted to the International Labour Conference at its 79th session, 1992. See also "Human rights questions: allegations regarding infringements of trade union rights-Note by the Secretary-General" (E/1992/70), annex.

3/ Financial Times, 5 June 1992.

4/ Financial Mail (Johannesburg), 22 May 1992.

5/ Business Day (Johannesburg), 3 October 1991.

6/ Official Records of the General Assembly, Forty-seventh Session, Supplement No. 22 (A/47/22), chap. III, para. 78.

7/ The Star (Johannesburg), 3 June 1992.

8/ The Star (Johannesburg), 6 March 1991.

9/ Official Records of the General Assembly, Forty-seventh Session, Supplement No. 22 (A/47/22), chap. III, para. 79.

10/ South African Institute of Race Relations, Race Relations Survey, 1991/1992.

11/ The Citizen (Johannesburg), 6 March 1992.

12/ Official Records of the General Assembly, Forty-seventh session, Supplement No. 22 (A/47/22), chap. III, para. 76.

13/ Ibid., para. 18.

14/ See the report of the Secretary-General to the Security Council on the question of South Africa (S/25004), sect. II, paras. 47-48.

15/ Ibid., sect. IV, para. 86.